I. APPENDICES

A. Appendix 1: Technical Notes

Guam Business Survey: Qualitative

Twenty-five businesses on Guam were selected to participate in a qualitative interview to provide more information about the impact of a minimum wage increase. The interview was designed as an open-ended questionnaire conducted during a one-on-one phone session with a trained interviewer.

Firms participating in the qualitative interview were selected from Guam 2015 business license data using a stratified sampling approach. The Guam May 2015 Occupational and Wage Estimates (US Bureau of Labor Statistics) report was used as a basis for determining the sample strata. Nearly 80 percent of lower wage occupations on Guam are found in the Services sector; 20 percent are in Retail. The sample of 25 firms is representative with 20 firms selected from 2015 business license data categorized as Services and 5 firms from 2015 business license data in the Retail sector. A matched replacement sample was identified using similar procedures in the event that a firm is unable or unwilling to participate in the interview.

TABLE 1. SAMPLE SELECTION, GBS-QUALITATIVE

Sample Selection Total	25
Services	**20**
Food Preparation	7
Transportation	4
Building/Grounds Maintenance	4
Production	2
Personal Care	2
Protective Services	1
Retail	**5**

A copy of the survey instrument used for the GBS-Quantitative may be found in Appendix F.

Guam Business Survey: Quantitative

The quantitative segment of the Guam Business Survey (GBS) was conducted from November 2016 to January 2017. Similar to the qualitative business survey, this survey was conducted to assess the impact of the minimum wage increase from $7.25 to $8.25 among businesses on Guam employing workers at a salary rate of $10.10 or lower.

The survey instrument used in the Guam study is based on, and used with permission, the instrument designed, pilot tested, and used by researchers at the University of Washington for the Seattle minimum wage study. A copy of the final GBS-Quantitative survey instrument used for Guam is located in Appendix E, with the variable listing available in Appendix 2A.

Interviews were collected using Computer Assisted Telephone Interviewing, using sample derived from active Guam business license data: the 1) Guam Department of Revenue and Taxation, 2) Business Licensing Branch, Guam Contractors Licensing Board, and, 3) Department of Public Health Child Care/Day Care Licenses. The licenses were categorized by business sector (retail, wholesale, service, peddler, vending and others) and by business type (sole proprietorship, partnership, limited liability corporation, corporation, and foreign). The General Business License data set was quite large due to multiple licenses issued to the same firm for separate business activities such as cigarettes, liquor, and vending machine sales. Some firms had multiple locations, with business licenses for each. As the goal was to build the pool of eligible business firms, the research team reviewed the active data sets to include the name of the firm only once and to include businesses with a higher probability of multiple workers.

A conservative protocol was designed to eliminate over-sampling of firms with 1) multiple entries of the same business license number 2) consulting licenses in which the name of the firm was the same as the owner, and 3) business activity identified as peddling. The total number of eligible businesses from all three licensing sources was 7,677. The list was then stratified by business sector and business type. A random sample of 2500 businesses was identified for the quantitative survey to select 100 business firms. Data in this report are based on unweighted survey responses, meaning that every survey response is counted equally.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether an employer currently had workers earning less than $10.10 an hour. Next, a detailed survey about business practices was completed with employers who were determined eligible in the screener.

Guam Household Survey: Qualitative

The research team interviewed twenty-five households on Guam which had at least one member who earned a rate of $10.10 or lower and contributed to the household expenses. This survey aimed to get in-depth feedback regarding the impact of the minimum wage increase from $7.25 to $8.25 in 2015.

On average, each interview was approximately 1-2 hours in length. This survey was modified, with permission, from the Seattle Minimum Wage Study and were reviewed and approved by Guam Department of Labor, and the University of Guam Institutional Review Board (IRB) prior to use. A copy of the final survey instrument used for the GHS-Qualitative is found in Appendix H.

Guam Household Survey: Quantitative

The GHS-Quantitative involved 330 households in structured telephone interviews to acquire descriptive data about the households and the actions taken following the minimum wage increase. The GHS-Quantitative surveys were approximately 15 minutes in length, and was fielded via CATI (Computer-Assisted Telephone Interviewing) using a landline telephone sample drawn from the most recent GTA phone listing. Random households were selected by the CATI system, but the specific respondent will be the "head of household" – or the person primarily in charge of paying the bills. Further, the household needed to have at least one person who was employed at a rate of $10.10 or lower, and was contributing to the household expenses.

The sample size of N=330 was be accurate to within ±3.5% at the 95% confidence level; that is, if the survey were to be repeated 100 times, the probability is that 95 times out of a hundred, the results will not vary by more than ±3.5%.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether households currently had any household members earning less than $10.10 an hour. Next, a detailed survey about household demographics, job profiles and benefits, and opinions about how minimum wage increases affect their daily life was completed with households who were determined eligible in the screener. The survey took about 30-minutes to complete via phone or web. There were 330 completed surveys that fit this eligibility. A copy of the survey instrument used is located in Appendix G, while a list of the variables used are located in Appendix 2B.

B.　Appendix 2a: Variable List: Guam Business Survey

Variable Name	Description
id	Unique Identifier
datestamp	Date stamp
Prepopulate_BCONTACTNM	[Business contact name] Business contact name
Prepopulate_BTITLE	[Title of business contact] Business contact name
Prepopulate_BADDRESS	[Business Address] Business contact name
Prepopulate_BUSDESC	[Description of business] Business contact name
BUSNAME2	What is your firm's name?
BUSNAME0	{BUSNAME2.shown}
SECTOR	Industry name from business license data
STRATA	Industry sector for sampling purposes
EMPEXAPP	Is that an exact or approximate number?
EMPC	Please give your best estimation of how many employees your firm had in Guam as of September 1, 2016.
LOWWAGE	What percentage of these employees earn less than $10.10 per hour?
ISFRANCH	Is [BUSINESS NAME] part of a franchise?
EMPLOYNAT	Does [BUSINESS NAME] have more or less than 100 employees total? Please include employees both inside and outside of Guam. {if(ISFRANCH == 1,'Include all workers at all franchise locations, even the locations with different owners.','')}.
VERIFYSECTOR	All businesses are grouped into sectors, which describe their type of business. We have [BUSINESS NAME]'s business type listed as {INSERTANS:527999X276X10222}. Is that correct?
BUSTYPE	What type of business are you?
BUSTYPE_other	[Other] What type of business are you?
PROFIT	Is your business for-profit, non-profit, government, or another type of business?
PROFIT_other	[Other] Is your business for-profit, non-profit, government, or another type of business?
OWNER	Are you the owner, president, the general manager, or someone who would know about numbers and types of employees, employee compensation, and business strategy, who could complete a survey?

Variable Name	Description
SURVWHEN	Thank you! Your business is eligible to take our survey. We can either do the survey now, or I can schedule a time to call back, or it can be done on the web. Would you like to do the survey now?
CONTACT_NAME1	[Name (if not [CONTACT NAME] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees
CONTACT_TITLE1	[Title (if not {INSERTANS:527999X276X10223BTITLE}:)] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employee
CONTACT_ADDRESS 1	[Address (if not {INSERTANS:527999X276X10223BADDRESS})] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees
CONTACT_CITYSTAT EZIP1	[City, State, Zip:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
CONTACT_BPHONE1	[Business Phone :] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
CONTACT_CPHONE1	[Cell Phone:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business
CONTACT_EMAIL1	[Email:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
PHONECONTACT	Can I get your name, in case the next person we talk to asks who we already spoke with?
PHONECONTACT_ot her	[Other] Can I get your name, in case the next person we talk to asks who we already spoke with?
CATIINSTR	{if(SURVWHEN == 2,'END THIS SURVEY AND SCHEDULE A CALLBACK TIME.','TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.')}

Variable Name	Description
CATIINSTR_other	[Other] {if (SURVWHEN == 2,'END THIS SURVEY AND SCHEDULE A CALLBACK TIME.','TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.')}
STARTSURVEY	{if (SURVWHEN == 1, 'Thank you. We are conducting a survey of Guam Employers as part of a study of the minimum wage workforce and business environment. By completing this survey, you will provide information to leaders in Guam about the challenges facing e
RTITLE_RTITLEO	[The owner] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply
RTITLE_RTITLEM	[A manager or supervisor] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me
RTITLE_RTITLEP	[A personnel department official] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment?
RTITLE_RTITLEDK	[Don't know] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply
RTITLE_RTITLEREF	[Refuse] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply.
RTITLE_other	[Other] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply.
PRODUCT	What is your firm's main product or service? For example, "we manufacture sporting goods," "casual restaurant," or "accounting and business services"
FAMILYOWN	Is {BUSNAME0.shown} a family-owned firm?
WOMANOWN	Is {BUSNAME0.shown} a woman-owned firm?
LOCNUM	How many locations does {BUSNAME0.shown} have within Guam? This could include an office, a branch, or retail or manufacturing location.
LOCEXAPP	Is that an exact or approximate number?

Variable Name	Description
OLOC	Does your firm/organization have other locations outside of Guam?
OLOCNUM	How many locations does {BUSNAME0.shown} have outside of Guam?
OLOCEXAPP	Is that an exact or approximate number?
CYEARS	For how long has your company/organization been in operation here in Guam? (If less than one year, say 0.)
PRIOREX	Was your company/organization in existence before your Guam operations began?
CUSTLOC_CUSTLOC1	[Our {if (PROFIT == 1,'customers','clients')} come to our place of business.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC2	[We provide goods and services to {if (PROFIT == 1,'customers','clients')} who are located outside of Guam.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC3	[We provide goods and services to {if (PROFIT == 1,'customers','clients')} who are located in Guam.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC4	[Our business/services are not geographically specific (example: internet-based).] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOCDK	[Don't know] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC	[Refuse] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_other	[Other] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
NFTEE	The rest of the questions will focus on your employees working on Guam. How many of the {if(EMPC > 0, EMPC. shown, EMPNUM. shown)} Guam employees work full-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.
NFTEEC	What percentage of your employees do you estimate work full-time?
NPTEE	How many of the {if(EMPC > 0, EMPC. shown, EMPNUM. shown)} Guam employees work part-time? Do not count temporary workers.
NPTEEC	What percentage of your employees do you estimate work part-time?
TEMPORARYEE	Do you have Guam employees who are temporary employees? (Temporary workers could work full-time or part-time and hired on for holiday seasons, tourism, or school years. Do not count independent contractors.)

Variable Name	Description
NTEMPEE	How many workers did you hire in the past 12 months on a temporary basis?
CONTRACTW	Does your firm/organization employ H1 or H2 workers?
NCONTRACT	How many H1 and/or H2 employees do you have working for you in Guam?
YTIPPED	Do any of your employees receive tips in addition to their wages?
TIPPEDN	How many employees do you have who receive tips?
TIPPEDEST	Please give your best estimation of how many employees you have who receive tips.
YCOMMISSION	Do any of your employees receive commissions?
CBAANY	Are any of your employees covered by a collective bargaining agreement?
CBAPROF	Do you have non-professional and non-managerial employees who are covered by a collective bargaining agreement?
CBA	What number or percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
CBAN	What number of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
CBAP	What percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
ECHARGRID_ECHARINT	[Paid interns] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARFAM	[Family members] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARDIS	[In special employment class, due to a cognitive or physical disability] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHAREDU	[Employees who are working as part of an approved government subsidized temporary youth employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARWST	[Employees who are working as part of an approved government subsidized transitional employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARWF	[Workers who are part of a workforce training or employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARNEW	[Adult employees new within the last 90 days] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARVET	[Veterans] Please indicate whether you have any employees with the following characteristics.

Variable Name	Description
ECHARGRID_ECHARR ES	[Military reserve members] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHAR NG	[National guard members] Please indicate whether you have any employees with the following characteristics.
WORKERSGRID_QUI TS	[…have quit?] Over the past 12 months, how many of your Guam employees…
WORKERSGRID_DISC HARGES	[…have been discharged?] Over the past 12 months, how many of your Guam employees…
WORKERSGRID_LAY OFFS	[…have been laid off?] Over the past 12 months, how many of your Guam employees…
WORKERSGRID_REC ALLS	[…have been recalled from layoff?] Over the past 12 months, how many of your Guam employees…
WORKERSGRID_NE WHIRES	[…have you newly hired?] Over the past 12 months, how many of your Guam employees…
COLLEGEDEG	In your firm, how many employees are in positions that do not require a college degree? Please say the actual number or percent.
COLLEGEDEGN	Enter number: In your firm, how many employees are in positions that do not require a college degree?
COLLEGEDEGP	Percent of employees (%) in positions that do not require a college degree
WOMEN	Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are women? Please say the number or percent.
WOMENN	Number of Female employees:
WOMENP	Percent of female employees (%):
AGEDEMOGGRID	Thinking of the {if (EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following age groups?
EMPNUM	The next few questions are about your employees. How many employees did {BUSNAME0} have in Guam as of September 1, 2016? [If you have multiple locations, include all locations].
AGEDEMOGGRIDN_ AGEUND16N	[Under 16 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_ AGE1617N	[16 or 17 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?

Variable Name	Description
AGEDEMOGGRIDN_ AGE1825N	[Between 18 and 25 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_ AGE2650N	[Between 26 and 50 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_ AGE5164N	[Between 51 and 64 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_ AGE65OVN	[65 years of age or older] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDP_A GEUND16P	[Under 16 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_A GE1617P	[16 or 17 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_A GE1525P	[Between 18 and 25 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_A GE1650P	[Between 26 and 50 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_A GE5164P	[Between 51 and 64 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_A GE65OVP	[65 years of age or older] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
RACEDEMOGGRID	Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDN_ RACECHMN	[Chamorro] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?

Variable Name	Description
RACEDEMOGGRIDN_ RACEFILN	[Filipino] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_ RACEWHTN	[Caucasian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_ RACEMIC	[Micronesian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_ RACEMULN	[Multiracial] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_ RACEOTHN	[Other] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDP_ RACECHMP	[Chamorro] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_ RACEFILP	[Filipino] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_ RACEWHTP	[Caucasian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_ RACEMIC	[Micronesian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_ RACEMULP	[Multiracial] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_ RACEOTHP	[Other] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
QUALITYGRID_QUAL IFIED	[How hard is it to find qualified applicants for job openings?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.

Variable Name	Description
QUALITYGRID_TRAIN	[How hard is it to train newly hired employees?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
QUALITYGRID_RETAIN	[How hard is it to retain employees?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
QUALITYGRID_MOTIVATE	[How hard is it to keep current employees motivated?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
PAYRANGEN	The next questions ask about non-tipped employee wages. You can answer these questions in either raw numbers or percentages.
PAYRANGENN_PAYRANGENDN	[Under $8.25 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENCN	[Between $8.26 and $8.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENBN	[Between $9.00 and $9.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENAN	[$10.00 per hour or more? ($21,000 per year or more)] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENDP	[Under $8.25 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENCP	[Between $8.26 and $8.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENBP	[Between $9.00 and $9.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENAP	[$10.00 per hour or more? ($21,000 per year or more)] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?

Variable Name	Description
MCJ10	Think of all of your establishment's non-tipped employees who earn less than $10.00 per hour. What is the most common job title or type of employee in that earning range? (Examples: technician, aide, assistant, server, busser, barista, etc.)
PAYRANGEIT	The next questions ask about tipped employee wages, but ask you to include both hourly pay and tips received. You can answer these questions in either raw numbers or percentages.
PAYRANGEITN_PAYR ANGEITDN	[Under $8.25 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYR ANGEITCN	[Between $8.26 and $8.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYR ANGEITBN	[Between $9.00 and $9.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYR ANGEITAN	[$10.10 per hour or more? ($21,000 per year or more)] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYR ANGEITDP	[Under $8.25 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYR ANGEITCP	[Between $8.26 and $8.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYR ANGEITBP	[Between $9.00 and $9.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYR ANGEITAP	[$10.10 per hour or more? ($21,000 per year or more)] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
MCJNUM	How many {MCJ10.shown}s did you have in Guam as of September 1, 2016?
MCJEXAPP	Is that an exact or approximate number?
MCJCATN	Please give your best estimation of how many {MCJ10.shown}s you had in Guam as of July 1, 2016.

Variable Name	Description
MCJPAY	What is the typical starting hourly wage for a new {MCJ10.shown}? If you have not recently hired a new {MCJ10.shown} please use the starting hourly wage for the last {MCJ10.shown} hired.
MCJPAY_other	[Other] What is the typical starting hourly wage for a new {MCJ10.shown}? If you have not recently hired a new {MCJ10.shown} please use the starting hourly wage for the last {MCJ10.shown} hired.
MCJWAGEEXAPP	Is the starting wage an exact or approximate number?
MCJWAGEEXAPP_other	[Other] Is the starting wage an exact or approximate number?
RAISES	Did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
RAISEAMT	How much did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
RAISEAMT_other	[Other] How much did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
BENHINS_BENHINS	[Health insurance for employee] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know
BENHINS_BENSICKLV	[Paid sick leave] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENVACLV	[Paid vacation leave] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENPDHOL	[Paid holidays] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one e

Variable Name	Description
BENHINS_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that
BENHINS_BENNONE	[None of the above] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENDK	[Don't know] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENREF	[Refuse] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENPTOINCL	Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?
BENPTOINCL_other	[Other] Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?
BENJOBCATGRID_BENHINS	[Health insurance for employee] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENSICKLV	[Paid sick leave] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENVACLV	[Paid vacation leave] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENPDHOL	[Paid holidays] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to full-time employees? Tell me all that apply.

Variable Name	Description
BENJOBCATGRID_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENNONE	[None of the above] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENDK	[Don't know] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENREF	[Refuse] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID2_BENHINS	[Health insurance for employee] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENSICKLV	[Paid sick leave] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENVACLV	[Paid vacation leave] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENPDHOL	[Paid holidays] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENNONE	[None of the above] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENDK	[Don't know] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENREF	[Refuse] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID3_BENHINS	[Health insurance for employee] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENSICKLV	[Paid sick leave] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.

Variable Name	Description
BENJOBCATGRID3_B ENVACLV	[Paid vacation leave] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENPDHOL	[Paid holidays] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENNONE	[None of the above] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENDK	[Don't know] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_B ENREF	[Refuse] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
MCJUSEHINS	Do any of your {MCJ10.shown}s use company-provided health insurance for themselves?
MCGSALES	The next questions are about {BUSNAME0.shown}'s sales and business operations. You said that your main product or service is {PRODUCT.shown}. In the last 12 months, have prices for {PRODUCT.shown} increased, decreased, or stayed the same?
MCGCHGAMT	What was the approximate overall percentage change in the price of {PRODUCT.shown} during 2015?
TOTVOL	Across all products and services, what was your approximate total sales value last year?
SALES15	During the first two quarters of 2015, did your firm's total sales or revenues grow, decline, or stay about the same relative to the same period the prior year?
SALESCHG	What was the approximate overall percentage change in your sales/revenue volume during the first two quarters of 2015?
COSTS15	In the first two quarters of 2015, did your firm's costs or expenditures grow, decline, or stay about the same? Consider all costs: labor, raw materials, goods, facilities, services, etc.
COSTSCHNG	Approximately what was the overall percentage change in your total costs/expenditures during the first two quarters of 2015?

Variable Name	Description
COSTSCHG100	Did you mean to indicate a percentage greater than 100%?
MINWAGETIP	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay tipped employees working in Guam as of January 1, 2015?
MINWAGENTIP	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay non-tipped employees working in Guam as of January 1, 2015?
MINWAGE	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay employees working in Guam as of January 1, 2015?
CHANGEGRID_CHGRAISE	[Raise the wages of one or more employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGRAISENMIN	[Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGLIMIT	[Limit raises or decrease wages for employees earning more than minimum wage?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGREDUCEH	[Reduce the number of scheduled hours for minimum wage employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGREDUCEE	[Reduce the number of employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGRCONTRACT	[Contract out work currently provided in-house?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGFEES	[Add service charges or other fees specifically meant to offset the wage mandates?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGRAISEPR	[Raise prices on goods or services?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGTRAIN	[Offer training or educational advancement opportunities to employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?

Variable Name	Description
CHANGEGRID2_CHG TECH	[Replace any aspects of jobs with advanced technology?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHG ADDHBEN	[Add health care benefits for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHG REBEN	[Reduce benefits for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHG ELIMOBEN	[Eliminate another benefit for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHG OTH	[Any other changes?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHGFEESSPEC	You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.
CHGFEESSPEC_other	[Other] You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.
CHGFEESPER	How much is your service fee?
CHGFEESPER_other	[Other] How much is your service fee?
CHGOTHSPEC	You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.
CHGOTHSPEC_other	[Other] You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.
ANTICIPATEGRID_AN TICRAISE	[Raise the wages of one or more employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_AN TICRAISENMIN	[Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_AN TICLIMIT	[Limit raises or decrease wages for employees earning more than minimum wage?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_AN TICREDUCEH	[Reduce the number of scheduled hours for minimum wage employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?

Variable Name	Description
ANTICIPATEGRID_ANTICREDUCEE	[Reduce the number of employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICRCONTRACT	[Contract out work currently provided in-house?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICRAISEPR	[Raise prices on goods or services?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICFEES	[Add service charges or other fees specifically meant to offset the wage mandates?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICTRAIN	[Offer training or educational advancement opportunities to employees] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICTECH	[Replace any aspects of jobs with advanced technology?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICADDHBEN	[Add health care benefits for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICREBEN	[Reduce benefits for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICELIMOBEN	[Eliminate another benefit for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICLOWTURN	[Lower rates of turnover among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICIMPMOR	[Improved morale among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICIMPPROD	[Improved productivity among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?

Variable Name	Description
ANTICIPATEGRID2_ANTICDECPROD	[Diminished morale or productivity among employees earning between $10.00 and $13.00 per hour?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICINCAPP	[A higher number of applicants for minimum wage positions?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICOTH	[Any other changes?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICOTHSPEC	You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.
ANTICOTHSPEC_other	[Other] You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.
FINALSAY	That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?
CONTACTEND_BUSNAMECONF	[Business Name:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_NAMECONF	[Your Name*:] I would like to thank you for your participation .Before we finish, I would like to confirm your contact information.
CONTACTEND_TITLECONF	[Title:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BPHONECONF	[Business Phone* (###-###-####):] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BADDRCONF	[Business Address:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BCITYCONF	[City, State, Zip:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_CPHONECONF	[Cell Phone:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BEMAILCONF	[Business Email*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.

D.   Appendix 2b: Variable List: Guam Household Survey

Variable Name	Variable Label
id	id
submitdate	Submit date
datestamp	Date stamp
CATSTART	Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct household. "Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are calling households as part of
HOUSEHOLDTOTAL	How many total people currently live in your home?
HOUSEHOLDTOTAL_other	[Other] How many total people currently live in your home?
HOUSEDEPNUM	How many children or dependents currently live in your home?
HOUSEDEPNUM_other	[Other] How many children or dependents currently live in your home?
HOUSEDEPNUMEXAPP	Is that an exact or approximate number?
HOUSEWORKERNUM	How many people in your home currently have a paying job?
HOUSEWORKERNUM_other	[Other] How many people in your home currently have a paying job?
MWAGE	Does anyone in your home earn $10.10 or less per hour?
MWAGENUM	How many people in your household home earn the minimum wage or less than $10/hour?
MWAGENUM_other	[Other] How many people in your household home earn the minimum wage or less than $10/hour?
MWAGEHEADOFHOUSE	Does the person in your household earning $10.10 or less per hour contribute to the household expenses?
MWAGELENGTH	Has the person who makes less than $10.10/hour had their job for at least 2 months?
SURVWHEN	Thank you! You are eligible to take our survey. Would you like to do the survey now, or would you prefer that I schedule a time to call back?
CONTACT_FIRSTNAME	[Name] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
CONTACT_LASTNAME	[Last Name] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
CONTACT_CPHONE	[Cell Phone] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?

CONTACT_CBTIME	[Ideal Callback Date/Time] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
THNKYOU	(no low wage workers)Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me?
FAMNUM	{INSERTANS:286168X329X11742other}
AGEDEMOGGRID_AGEUND10N	[Under 10 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE1018N	[Between 10 and 18 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE1825N	[Between 18 and 25 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE2650N	[Between 26 and 50 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE5164N	[Between 51 and 64 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE65OVN	[65 years of age or older] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
RACEDEMOGGRID_RACECHMN	[Chamorro] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEFILN	[Filipino] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEWHTN	[Caucasian] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEMICRO	[Micronesian] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEMULN	[Multiracial] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?

RACEDEMOGGRID_RACEOTHN	[Other] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
FINANCEPOS	What is your role in the household? Tell me all that apply.
FINANCEPOS_other	[Other] What is your role in the household? Tell me all that apply.
GENDER	What is your gender?
GENDER_other	[Other] What is your gender?
HSDIPLOMA	Do you have a high school diploma?
HOUSEHOLDDIPLOMA	How many people in your home have a high school diplomas?
HOUSEHOLDDIPLOMA_other	[Other] How many people in your home have a high school diplomas?
COLLEGEDEG	Do you have a four-year college degree? (IF NECESSARY: "a Bachelor's degree")
HOUSEHOLDCOLLEGE	How many people in your home have a college degrees Please say the actual number.
HOUSEHOLDCOLLEGE_other	[Other] How many people in your home have a college degrees Please say the actual number.
COLLEGEDROP	Has anyone in your household stopped going to college in order to work?
HOUSING	Which of the following best describes your housing situation?
HOUSING_other	[Other] Which of the following best describes your housing situation?
LENGTHRESIDENCE	How long have you lived in Guam?
WHEREFROM	Before you lived in Guam, in which country did you live?
WHEREFROM_other	[Other] Before you lived in Guam, in which country did you live?
MOVEMPLOYMENT	Did you move to Guam primarily for employment?
MOVEMPLOYMENT_other	[Other] Did you move to Guam primarily for employment?
ADDITIONALSOURCE	Do you typically rely on other sources outside of wages for financial support?(if necessary: support from extended family, etc.)
ADDITIONALSOURCE_other	[Other] Do you typically rely on other sources outside of wages for financial support?(if necessary: support from extended family, etc.)
INCOMETYPE_1	[A job] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_2	[Informal or under-the-table work] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_4	[Don't know] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_5	[Refuse] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?

INCOMETYPE_other	[Other] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
PUBASSIST_1	[Temporary Assistance for Needy Families (TANF)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_2	[Supplemental Security Income (SSI)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_3	[Earned Income Credit (EIC)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_4	[Supplemental Nutrition Assistance Program (SNAP)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_5	[Child care support] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_6	[Medicaid] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_8	[Have not received any public assistance] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_9	[Don't know] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_10	[Refuse] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_other	[Other] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PAYDAYLOAN	Over the past 12 months, how often have you received a payday advance from your employer? [select all that apply]
SECTOR	Now I'm going to ask you questions about your current job. In what industry do you work?
SECTOR_other	[Other] Now I'm going to ask you questions about your current job. In what industry do you work?
PRIMARYWORK	What is your current job title? If you have more than one job, please enter the job title for your primary job.
PRIMARYWORK_other	[Other] What is your current job title? If you have more than one job, please enter the job title for your primary job.
CURRENTJOB	How long have you been in your current job?
CURRENTJOB_other	[Other] How long have you been in your current job?
CURRENTJOBEXAPP	Is that an exact or approximate number?
CURRENTJOBMONTHS	How many months have you been in your current job?

CURRENTJOBMONTHS_other	[Other] How many months have you been in your current job?
CURRENTJOBMONTHSEXAP	Is that an exact or approximate number?
FULLPARTTIME	Now I'm going to ask about your work schedule. Is your (main) job full-time or part-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.
HOURSAVG	How many hours do you work on average per week, counting all jobs?
HOURSAVG_other	[Other] How many hours do you work on average per week, counting all jobs?
HOURSAVGEXAPP	Is that an exact or approximate number?
HOURSLAST	How many hours did you work last week?
HOURSLAST_other	[Other] How many hours did you work last week?
HOURSLASTEXAPP	Is that an exact or approximate number?
TEMPORARYEE	Over the past 12 months, have you been hired on as a temporary employee?
CONTRACTW	Are you an H1 or H2 worker?
PAYFREQ	How often do you get paid?
YTIPPED	Do you receive tips in addition to your wages?
TIPPEDN	How much do you make on average per hour in tips?
TIPPEDN_other	[Other] How much do you make on average per hour in tips?
TIPEST	Please give your best estimation of how much you typically makes per hour in tips.
YCOMMISSION	Do you receive commissions?
SCHEDULE	Is your work or shift schedule the same every week?
SCHEDULEADVANCE	If your schedule varies week by week, how far in advance do you receive your schedule?
SCHEDULEADVANCE_other	[Other] If your schedule varies week by week, how far in advance do you receive your schedule?
ECHARGRID_ECHARINT	[Working as a paid intern] Please indicate whether any of the following apply to you. Are you…
ECHARGRID_ECHARFAM	[Working for a family member(s)] Please indicate whether any of the following apply to you. Are you…
ECHARGRID_ECHARDIS	[In special employment class due to a cognitive or physical disability] Please indicate whether any of the following apply to you. Are you…
ECHARGRID_ECHARWF	[Working as part of a workforce training or employment program] Please indicate whether any of the following apply to you. Are you…
ECHARGRID_ECHARNEW	[New to your job within the last 90 days] Please indicate whether any of the following apply to you. Are you…

ECHARGRID_ECHARVET	[A veteran] Please indicate whether any of the following apply to you. Are you…
ECHARGRID_ECHARRES	[A military reserve member] Please indicate whether any of the following apply to you. Are you…
WORKERSGRID_QUITS	[…quit?] Over the past 12 months, how many times have you…
WORKERSGRID_DISCHARGES	[…been discharged?] Over the past 12 months, how many times have you…
WORKERSGRID_LAYOFFS	[…been laid off?] Over the past 12 months, how many times have you…
WORKERSGRID_RECALLS	[…been recalled from layoff?] Over the past 12 months, how many times have you…
WORKERSGRID_NEWJOB	[…gotten a new job] Over the past 12 months, how many times have you…
QUALITYGRID_FINDJOB	[How hard is it to find a job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MAINTAIN	[How hard is it to keep a job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_ENJOY	[How hard is it to enjoy your current job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MOTIVATE	[How hard is it to feel motivated in your current job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MWAGEJOB	[How hard is it to find a job that pays more than minimum wage?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
HOURLYWAGE	Thinking of your job, how much do you earn per hour?
HOURLYWAGE_other	[Other] Thinking of your job, how much do you earn per hour?
HOURLYWAGESEXAPP	Is that an exact or approximate number?
RAISES	Did you get a raise in 2015?
RAISEAMT	How much did your wage increase during calendar year 2015?
RAISEAMT_other	[Other] How much did your wage increase during calendar year 2015?
BENHINS_BENHINS	[Health insurance] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENFHINS	[Health insurance for your spouse, domestic partner, or dependents] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?

BENHINS_BENSICKLV	[Paid sick leave] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENVACLV	[Paid vacation leave] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENPDHOL	[Paid holidays] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENPTO	[Undesignated leave or universal "Paid time off" (PTO)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENFAMILY	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENNONE	[None of the above] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENDK	[Don't know] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENREF	[Refuse] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_other	[Other] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
USEHINS	Do you use company-provided health insurance for yourself?
TOTALINC	Now I'm going to ask about your household income and spending. Across all workers in your household, what was your approximate total household income last year?
TOTALINC_other	[Other] Now I'm going to ask about your household income and spending. Across all workers in your household, what was your approximate total household income last year?
COSTSCHG	In the last 12 months, have your household costs grown, declined, or stay about the same? Consider all costs: rent, food, utilities, etc.
RENTN	Rent or mortgage payment
RENTN_other	[Other] Rent or mortgage payment
RENTTP	Is this a typical amount? IF NECESSARY: "For rent or mortgage payment"
FOODN	Food
FOODN_other	[Other] Food
FOODTP	Is this a typical amount? IF NECESSARY: "For food"

UTILN	Utilities (water/sewer/power/gas/phone)
UTILN_other	[Other] Utilities (water/sewer/power/gas/phone)
UTILTP	IF NECESSARY: For utilities (water/sewer/power/gas/phone)?
TRANSPORTN	Transportation
TRANSPORTN_other	[Other] Transportation
TRANSPORTP	Is this a typical amount? IF NECESSARY: For transportation ?
MEDICALN	Medical costs (including insurance)
MEDICALN_other	[Other] Medical costs (including insurance)
MEDICALTP	Is this a typical amount? IF NECESSARY: For medical costs (including insurance) ?
EDUCN	Education or training
EDUCN_other	[Other] Education or training
EDUCTP	Is this a typical amount? IF NECESSARY: For education or training ?
SAVEN	Savings/investments
SAVEN_other	[Other] Savings/investments
SAVETP	Is this a typical amount?IF NECESSARY: For savings/investments?
LEISN	Leisure
LEISN_other	[Other] Leisure
LEISTP	Is this a typical amount?IF NECESSARY: For leisure ?
OTHN	Other
OTHN_other	[Other] Other
householdbudgetoth	Can you tell me what this other expense is?
OTHTP	Is this a typical amount? IF NECESSARY: For something else?
SPENDCATEG	How would you describe your typical monthly spending?
SPENDCATEG_other	[Other] How would you describe your typical monthly spending?
CHANGEGRID_CHGBILLS	[I pay off more of my bills monthly] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGSAVINGS	[I put more money away in savings] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGVACATION	[I can afford to take vacation or enjoy more leisure activities] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGHOURS	[I work fewer hours] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?

CHANGEGRID_CHGBUY	[I have made a bigger purchase(s) such as a vehicle or appliance] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGHOME	[I have spent more time at home] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGSECURE	[I have felt more financially secure] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGNEEDPUBASSIST	[I have used less public assistance] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGPUBASSIST	[I have been disqualified from public assistance programs] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
ANTICIPATEGRID_ANTICBILLS	[I will pay off more of my bills monthly] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICSAVINGS	[I will put more money away in savings] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICVACATION	[I will afford to take vacation or enjoy more leisure activities] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICHOURS	[I will work fewer hours] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICBUY	[I will make a bigger purchase(s) such as a vehicle or appliance] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICHOME	[I will spend more time at home] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICSECURE	[I will feel more financially secure] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICPUBASSIST	[I will need less public assistance] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
FINALSAY	That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?

CATIEND_FAMNAME	[Family Name:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_FIRSTNAME	[Your Name*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_PHONE	[Phone* (###-###-####):] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_CPHONE	[Cell Phone:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_EMAIL	[Email*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.

E.   Guam Business Survey: Quantitative
Survey of GuamEmployers (SGE) Programming Script

Module 1: Screener

Text in **bold blue** are variable names.

Text in brackets {} denotes a text fill. If a variable name is in the brackets, the response value is used for the text fill.

DATA FROM SAMPLE TABLE TO BE IMPORTED INTO SURVEY. *These variables will be automatically filled from the sample data:*

PAC Web survey access code

BUSID Business ID

BUSNAME Business name

TRADENAME Trade name

BCONTACTNM Business contact name

BTITLE Title of business contact

BADDRESS Business Address

BUSDESC Description of business

STRATA

Industry sector for sampling purposes

1   Hospitality
2   Construction
3   Retail
4   Wholesale
5   Service
6   Healthcare
7   All other sectors

SECTOR

Industry name from business license data

1   11: Agriculture, Forestry, Fishing, Hunting

2   21: Mining, Quarrying, Oil and Gas Extraction

3   22: Utilities

4   23: Construction

5   31-33: Manufacturing

6   42: Wholesale Trade

7   44-45: Retail Trade

8   48-49: Transportation, Warehousing

9   51: Information

10   52: Finance and Insurance

11   53: Real Estate, Rental, Leasing

12   54: Professional, Science, Technical Services

13   55; Management of Companies and Enterprises

14   56: Administration, Support, Waste Management, Remediation Services

15   61: Educational Services

16   62: Health Care, Social Assistance

17   71: Arts, Entertainment, Recreation

18   72: Accommodation, Food Services

19   81: Other Services (except Public Administration)

20   92: Public Administration

21   99: Unclassified

22   Nonprofit Human Services organization

23. Other (specify): _____

Variables used for programming:

ELIGIBILITY Eligibility status

1. Eligible
2. Ineligible – No low wage workers

Screening Survey Start: (ALL SCREENING DONE IN CATI)

CATI INTRO SCREEN:

Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct business.

"Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are contacting businesses and organizations as part of a study of the Guam minimum wage. You should have received a letter from us recently giving you a brief overview of the study. [Confirm the letter was received] Can I ask you a few questions to determine if your business fits the criteria for our survey?"

Please remember to write a comment after every call attempt. Please also note the phone number called (all 9 digits the first and last time a number is called; x followed by last 4 digits all other times). To keep comments short, please refer to your general calling abbreviation guide.

Click the blue arrow button to begin screener.

ISBUS

[IWER: CONFIRM BUSINESS NAME UPON PERSON ANSWERING PHONE. TRADE NAME IS **{TRADENAME}.** BUSINESS LEGAL NAME IS **{BUSNAME}.** IF VERIFIED, SELECT APPROPRIATE NAME TO USE THROUGHOUT SURVEY BELOW.]

Hello. My name is _____, and I'm calling from Market Research & Development, Inc. We are contacting businesses and organizations as part of a study of the Guam minimum wage.

   1   Yes, trade name is correct

   2   Yes, business legal name is correct

   3   No →[IWER: VERIFY PHONE #]

PROGRAMMER:

IF *ISBUS*= 1, USE *TRADENAME*THROUGHOUT SURVEY.

IF *ISBUS*= 2, USE *BUSNAME* THROUGHOUT SURVEY.

IF *ISBUS*= YES (1 OR 2), SKIP TO *EMPLOYN.*

IF *ISBUS*= NO, CONTINUE.

BUSNAME2

What is your firm's name?

SCREENOUT

Thank you for your time.

PROGRAMMER: END SURVEY &SET SAMPLE TABLE SCREENER TO "INCORRECT BUSINESS/PHONE".

EMPNUM

The next few questions are about your employees.

How many employees did {**TRADENAME/BUSNAME**} have in Guam as of September 1, 2016? {If you have multiple locations, include all locations}. [IWER: IF THEY DON'T KNOW, ASK: If you don't know the exact number, what is your best guess?

Number of employees: _____ (Range: 0+)

Don't know

Refuse

EMPEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

IF *EMPNUM*= DK OR REF, CONTINUE.

IF *EMPNUM*>0, SKIP TO *LOWWAGE*

IF *EMPNUM*=0, SKIP TO *THNKYOU*.

EMPC

Please give your best estimation of how many employees your firm had in Guam as of September 1, 2016.

1   1 to 4

2   5 to 19

3   20 to 49

4   50 to 99

5   100 to 249

6   250 to 499

7   500+

8   Don't know

9   Refuse

LOWWAGE

What percentage of these employees earn less than $10.10 per hour?

    1   None

    2   Less than 1 in 10 (<10%)

    3   10% or more but less than a quarter (25%)

    4   25% or more but less than half (50%)

    5   50% or more

    6   Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

ISFRANCH

Is {TRADENAME/BUSNAME} part of a franchise?

    1   Yes

    2   No

    3   Don't know

    4   Refuse

[IWER: A "franchise" means a written agreement by which:

- 1. A person is granted the right to engage in the business of offering, selling, or distributing goods or services under a marketing plan prescribed or suggested in substantial part by the grantor or its affiliate;
- 2. The operation of the business is substantially associated with a trademark, service mark, trade name, advertising, or other commercial symbol; designated, owned by, or licensed by the grantor or its affiliate; and

- 3. The person pays, agrees to pay, or is required to pay, directly or indirectly, a franchise fee.]

IF *ISFRANCH*= YES, INCLUDE TEXT IN BRACKETS IN *EMPLOYNAT*.

IF *ISFRANCH*=NO, DO NOT INCLUDE TEXT IN BRACKETS IN *EMPLOYNAT*.

EMPLOYNAT

Does {TRADENAME/BUSNAME} have more or less than 100 employees total? Please include employees both inside and outside of Guam. {Include all workers at all franchise locations, even the locations with different owners.}

1   Definitely less than 100

2   Probably less than 100

3   Probably more than 100

4   Definitely more than 100

5   Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

VERIFYSECTOR

All businesses are grouped into sectors, which describe their type of business. We have {TRADENAME/BUSNAME}'s business type listed as {SECTOR}. Is that correct?

1   Yes

2   No

3   Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

4   Refuse

IF **VERIFYSECTOR**= YES, SKIP TO **PROFIT**.

IF **VERIFYSECTOR**= NO, CONTINUE.

BUSTYPE

What type of business are you?

_____

Don't know

PROFIT

Is your business for-profit, non-profit, government, or another type of business?

1   For-profit

2   Non-profit

3   Government

4   Another type (please specify): **PROFIT_SPEC**

5   Don't know

6   Refuse

IF *LOWWAGE*= 1 NONE, GO TO *THNKYOU*. (**Programmer**: Set **ELIGIBILITY** to 2 (INELIGIBLE-NO LOW WAG
WORGERS))

IF FIRM HAS LOW WAGE WORKERS (*LOWWAGE*> 0), CONTINUE.

OWNER

Are you the owner, president, the area manager, or someone who would know about numbers
and types of employees, employee compensation, and business strategy, who could complete a
survey?

1   Yes, Owner/President
2   Yes, Area Manager
3   Yes, other manager
4   No

IF *OWNER*= ANY YES, CONTINUE.

IF *OWNER*= NO, SKIP TO *CONTACT* AND USE WORDING LEFT OF SLASH IN CURLY BRACKETS.

SURVWHEN

Thank you! Your business is eligible to take our survey. We can either do the survey now, or I can
schedule a time to call back, or it can be done on the web. Would you like to do the survey now?

1.   Yes, do the survey now

2. No, schedule a call back time
3. No, do it on the web

IF **SURVWHEN**= DO SURVEY NOW, SKIP TO INSTRUCTION BOX BEFORE **STARTSURVEY**

IF **SURVWHEN**= SCHEDULE A CALL BACK TIME OR DO ON WEB, CONTINUE & USE WORDING RIGHT OF SLASH CURLY BRACKETS.

PROGRAMMER: Autofill contact information with imported business contact information.

CONTACT

Thank you for your responses. Can you {provide me with the contact information for {**TRADENAME/BUSNAME**}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy / first provide me with your contact information}?

[IWER: COLLECT THE FOLLOWING CONTACT INFORMATION. (THE NEXT SCREEN WILL ASK IF THERE IS A SECOND CONTACT.)]

Name: {**BCONTACTNM**}**NAME1**

Title: {**BTITLE**} **TITLE1**

Address: {**BADDRESS**} **ADDRESS1**

City, State, Zip: **CITYSTATEZIP1**

Business Phone :   **BPHONE1**

Cell Phone: **CPHONE1**

Email: **EMAIL1**

PHONECONTACT

Can I get your name, in case the next person we talk to asks who we already spoke with?

_____

    Refuse

CATIINSTR

Programmer:

If **SURVWHEN**= 2 (schedule call back), show: [IWER: END THIS SURVEY AND SCHEDULE A CALLBACK TIME.]

If **SURVWHEN**= 3 (do on web), show: [IWER: TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.]

NOT ELIGIBLE:

THNKYOU (no low wage workers)

Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me? [IWER: PAUSE, ANSWER QUESTIONS.]

SCREENNO (no employees in Guam)

Thank you for your responses and your time. At this point we are only contacting businesses and organizations with employees in Guam.

Module 2: Survey

IF *SURVWHEN*= DO SURVEY NOW, CONTINUE TO *STARTSURVEY*(**CATI2**).

IF *SURVWHEN* = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA CATI, CONTINUE TO **STARTSURVEY**(**CATI**).

IF *SURVWHEN* = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA WEB, SKIP TO **STARTSURVEY**(**WEB**).

IF *SURVWHEN*= DO IT ON WEB, SKIP TO *STARTSURVEY*(**WEB**)

STARTSURVEY (CATI)

Hi. My name is _____. I'm calling from the Market Research & Development, Inc. Am I speaking to {**CONTACTNM**} at {**TRADENAME/BUSNAME**}? [IWER: IF NOT, ASK FOR CORRECT CONTACT AT BUSINESS.]

(CATI2)

Thank you. We are conducting a survey of Guam Employers as part of a study of the minimum wage workforce and business environment. By completing this survey you will provide information to leaders in Guam about the challenges facing employers here. The survey should take about 20 minutes to complete.

We are very grateful for your time and appreciate all the information you will share with us.

STARTSURVEY (WEB) (WEB SURVEYS START HERE IF SCREENING COMPLETED)

Market Research & Development, Inc. is conducting a survey of employers about doing business in Guam. This survey should take about 20 minutes to complete. Your responses will be confidential. By completing this survey you will provide information to leaders in Guam about the challenges facing employers in your region. As a reminder, we are interested in your responses regarding your firm {**TRADENAME/BUSNAME**}, located at {**BADDRESS**}.

Throughout the survey, please use the NEXT and BACK buttons to move around in the survey. *Do not use the Forward and Back buttons on your browser*. If you need to take a break, simply close the browser window. Your responses will be saved to that point, so when you return the survey will start where you left off. (Please keep your access code handy to be able to log in again.)

If you need assistance or would like to finish the survey with an interviewer, please call our toll-free number, PHONE NUMBER HERE and leave a message. An interviewer will then call you to schedule a time to complete the survey.

PROGRAMMER NOTES: IF WEB SURVEY, SHOW STARTSURVEY(WEB)AND RTITLE ON THE SAME SCREEN.

IF CATI SURVEY & SURVWHEN= DO IT NOW, SHOW IWER INSTRUCTIONS IN RTITLE.

RTITLE

{CATI: To start off, I'd like to ask/WEB: First are} some general questions about you and your organization. {CATI: [IWER: SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER.]}

What is your position in the establishment? {WEB: *Select all that apply* /CATI: Tell me all that apply }

RTITLEO	The owner
RTITLEM	A manager or supervisor
RTITLEP	A personnel department official
RTITLEOT	Other (please specify) RTITLEOTH
RTITLEDK	Don't know
RTITLEREF	Refuse

PRODUCT

What is your firm's main product or service? For example "we manufacture sporting goods," "casual restaurant," or "accounting and business services" (Range: 1-300 characters)

_____

Don't know

Refuse

FAMILYOWN

Is {**TRADENAME/BUSNAME**} a family-owned firm?

    1   Yes

    2   No

    3   Don't know

    4   Refuse

WOMANOWN

Is {**TRADENAME/BUSNAME**} a woman-owned firm? (Woman-owned means 51% ownership or greater, regardless of official certification.)

    1   Yes

    2   No

    3   Don't know

    4   Refuse

LOCNUM

How many locations does {BUSNAME} have within Guam? This could include an office, a branch, or retail or manufacturing location.

Number of locations: _____   (Range: 0-99)

Don't know

Refuse

LOCEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

OLOC

Does your firm/organization have other locations outside of Guam?

1   Yes

2   No

3   Don't know

4   Refuse

IF **OLOC**= YES, CONTINUE.

IF **OLOC**= NO, DK OR REF, SKIP TO INSTRUCTION BOX BEFORE **CYEARS**.

OLOCNUM

How many locations does your firm/organization have outside of Guam?

Number of locations: _____ (Range: 0-)

Don't know

Refuse

OLOCEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

CYEARS

For how long has your company/organization been in operation here in Guam? (If less than one year, {WEB: please enter/CATI: say} 0.)

Number of years: _____ (Range: 0-99)

Don't know

Refuse

PRIOREX

Was your company/organization in existence before your Guam operations began?

    1   Yes

    2   No

    3   Don't know

    4   Refuse

MOVED

Has your business moved in the last 10 years?

    1   Yes

    2   No

    3   Don't know

    4   Refuse

IF *PROFIT*= FOR-PROFIT, CONTINUE AND USE TEXT LEFT OF SLASH IN CURLY BRACKETS.

IF *PROFIT*= NON-PROFIT, CONTINUE AND USE TEXT RIGHT OF SLASH.

CUSTLOC

Which of the following describes the location of your firm's {customers / clients}? {{WEB: *Select/*CATI:*Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES]}

CUSTLOC1 Our {customers / clients} come to our place of business.

CUSTLOC2 We provide goods and services to {customers / clients} who are located outside of Guam.

CUSTLOC3 We provide goods and services to {customers / clients} who are located in Guam.

CUSTLOC4 Our business/services are not geographically specific (example: internet-based).

CUSTLOC5 Other (please specify) **CUSTLOCOTH**

Don't know

Refuse

NFTEE

The rest of the questions will focus on your employees working on Guam. How many of the {**EMPNUM**/**EMPC**} Guam employees work full-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure. Do not count temporary workers.

Number of full-time Guam employees: _____ (Range: 0+)

Don't know

Refuse

IF *NFTEE*= DK OR REF, CONTINUE. OTHERWISE, SKIP TO **NPTEE**.

NFTEEC

What percentage of your employees do you estimate work full-time?

1   None

2   Less than 1 in 10 (<10%)

3   10% or more but less than a quarter (25%)

4   25% or more but less than half (50%)

5   50% or more

6   Don't know

NPTEE

How many of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} Guam employees work part-time? Do not count temporary workers.

Number of part-time Guam employees: _____ (Range: 0+)

Don't know

Refuse

IF *NPTEE*= DK OR REF, CONTINUE. OTHERWISE, SKIP TO **TEMPORARYEE**

NPTEEC

What percentage of your employees do you estimate work part-time?

1   None

2   Less than 1 in 10 (<10%)

3   10% or more but less than a quarter (25%)

4   25% or more but less than half (50%)

5   50% or more

6   Don't know

TEMPORARYEE

Do you have Guam employees who are temporary employees? (Temporary workers could work full-time or part-time and hired on for holiday seasons, tourism, or school years. Do not count independent contractors.)

1   Yes

2   No

3   Don't know

4   Refuse

IF *TEMPORARYEE*= YES, CONTINUE.

IF *TEMPORARYEE*= NO, DK OR REF, SKIP TO *SEASONALEE*.

NTEMPEE

How many workers did you hire in the past 12 months on a temporary basis?

Number of temporary employees: _____ (Range: 1+)

Don't know

Refuse

CONTRACTW

Does your firm/organization employ H1 or H2 workers?

1   Yes

2   No

3   Don't know

4   Refuse

IF *CONTRACTW*= YES, CONTINUE.

IF *CONTRACTW*= NO, DK OR REF, SKIP TO *YTIPPED*.

NCONTRACT

How many H1 and/or H2 employees do you have working for you in Guam?

Number of contract workers: _____ (Range: 1+)

Don't know

Refuse

YTIPPED

Do any of your employees receive tips in addition to their wages?

1   Yes

2   No

3   Don't know

4   Refuse

IF **YTIPPED**= YES, CONTINUE.

IF**YTIPPED**= NO, DK OR REF, SKIP TO **YCOMMISSION**.

TIPPEDN

How many employees do you have who receive tips?

Number of tipped employees: _____ (Range: 1+)

Don't know

Refuse

IF *TIPPEDN*= DK OR REF, CONTINUE.

IF *TIPPEDN*> 0, SKIP TO *YCOMMISSION*.

TIPPEDEST

Please give your best estimation of how many employees you have who receive tips.

1   1 to 4

2   5 to 19

3   20 to 49

4   50 to 99

5   100 to 249

6   250 to 499

7   500+

8   Don't know

9   Refuse

YCOMMISSION

Do any of your employees receive commissions?

1   Yes, we have employees who receive commissions in addition to wages

2   Yes, we have employees who receive commissions but no wages

3   No, we do not have any employees who receive commissions

4   Don't know

5   Refuse

CBAANY

Are any of your employees covered by a collective bargaining agreement?

1   Yes

2   No

3   Don't know

4   Refuse

IF **CBAANY**= YES, CONTINUE.

IF **CBAANY**= NO, DK OR REF, SKIP TO *ECHARGRID*

CBAPROF

Do you have non-professional and non-managerial employees who are covered by a collective bargaining agreement?

1   Yes

2   No

3   Don't know

4   Refuse

IF **CBAPROF**= YES, CONTINUE.

IF **CBAPROF**= NO, DK OR REF, SKIP TO **ECHARGRID**

CBA

What number or percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement? {CATI:[IWER: ENTER/SAY THE ACTUAL NUMBER OR PERCENT.]}

Number of employees: _____   **CBAN**

ORPercent of employees (%): _____ (Range: 0-100) **CBAP**

Don't know

Refuse

ECHARGRID

Please indicate whether you have any employees with the following characteristics.

	Yes	No	Don't Know	Refuse	
Paid interns					**ECHARINT**
Family members					**ECHARFAM**
In special employment class due to a cognitive or physical disability					**ECHARDIS**
Employees who are working as part of an approved government subsidized temporary youth employment program					**ECHAREDU**
Employees who are working as part of an approved government subsidized transitional employment program					**ECHARWST**
Workers who are part of a workforce training or employment program					**ECHARWF**
Adult employees new within the last 90 days					**ECHARNEW**
Veterans					**ECHARVET**
Military reserve members					**ECHARRES**
National guard members					**ECHARNG**

WORKERSGRID

Over the past 12 months, how many of your Guam employees…	Number (Range 0+)	Don't know	Refuse	
…have quit?				**QUITS**
…have been discharged?				**DISCHARGES**
…have been laid off?				**LAYOFFS**
…have been recalled from layoff?				**RECALLS**
…have you newly hired?				**NEWHIRES**

COLLEGEDEG

In your firm, how many employees are in positions that do not require a college degree? *Please {WEB: enter/CATI: say} the actual number or percent.*

Number of employees: _____   **COLLEGEDEGN**

ORPercent of employees (%): _____   **COLLEGEDEGP**

Don't know

Refuse

WOMEN

Thinking of the {**EMPLOYN**/**EMPLOYC**} employees at your establishment(s), what number or percent of them are women? *Please {WEB: enter/CATI: say} the number or percent.*

Number of Female employees: _____ **WOMENN**

OR Percent of female employees (%): _____ **WOMENP**

Don't know

Refuse

PROGRAMMINGNOTE: PERCENTS IN *AGEDEMOGGRID* AND *RACEDEMOGGRID* NEED TO ADD UP TO 100%

AGEDEMOGGRID

Thinking of the {if (EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following age groups?	Number	OR Percent (%)	Don't know	Refuse
Under 16 years of age	AGEUND16N	AGEUND16P		
16 or 17 years of age	AGE1617N	AGE1617P		
Between 18 and 25 years of age	AGE1825N	AGE1525P		
Between 26 and 50 years of age	AGE2650N	AGE1650P		
Between 51 and 64 years of age	AGE5164N	AGE5164P		
65 years of age or older	AGE65OVN	AGE65OVP		

RACEDEMOGGRID

Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following race and ethnicity categories?	Number	OR Percent (%)	Don't know	Refuse
Chamorro	**RACECHMN**	**RACECHMP**		
Filipino	**RACEFILN**	**RACEFILP**		
Caucasian	**RACEWHTN**	**RACEWHTP**		
Micronesian	**RACEMIC**	**RACEMIC**		
Multiracial	**RACEMULN**	**RACEMULP**		
Other	**RACEOTHN**	**RACEOTHP**		

QUALITYGRID

{WEB: Next are/CATI: Next I have} some questions about how easy or difficult it is for {**TRADENAME/BUSNAME**} to maintain a quality workforce. {CATI: IWER: READ ALL RESPONSES FOR EACH QUESTION IN THE GRID.]}

	Very difficult	Somewhat difficult	Not too difficult	Not difficult at all	N/A: Have not hired recently	Don't know	Refuse	

How hard is it to find qualified applicants for job openings?								**QUALIFIED**
How hard is it to train newly hired employees?								**TRAIN**
How hard is it to retain employees?				███				**RETAIN**
How hard is it to keep current employees motivated?				███				**MOTIVATE**

PAYRANGEN

The next questions ask about **non-tipped** employee wages. You can answer these questions in either raw numbers or percentages.

Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)}	Number of Employees	OR Percent (%)	N/A – All workers	Don't know	Refuse

employees at your establishment, how many non-tipped employees are paid in the following pay ranges?			are tipped		
Under $8.25 per hour?	**PAYRANGENDN**	**PAYRANGENDP**			
Between $8.26 and $8.99 per hour?	**PAYRANGENCN**	**PAYRANGENCP**			
Between $9.00 and $9.99 per hour?	**PAYRANGENBN**	**PAYRANGENBP**			
$10.00 per hour or more? ($21,000 per year or more)	**PAYRANGENAN**	**PAYRANGENAP**			

IF (**PAYRANGENB(N or P)**OR **PAYRANGENC(N or P)**OR **PAYRANGEND(N or P)**> 0 (OR > 0%)), CONTINUE TO *MCJ10*.

OTHERWISE, SKIP TO NEXT INSTRUCTION BOX.

MCJ10

Think of all of your establishment's **non-tipped** employees who earn less than $10.00 per hour. What is the most common job title or type of employee in that earning range? (Examples: technician, aide, assistant, server, busser, barista, etc.)

_____ (0-100 characters)

Don't know

Refuse

IF **YTIPPED**= YES, CONTINUE.

IF **YTIPPED**= NO, DK OR REF, SKIP TO INSTRUCTION BOX BEFORE **MCJNUM**.

PAYRANGEIT

The next questions ask about **tipped** employee wages, but ask you to include both hourly pay and tips received. You can answer these questions in either raw numbers or percentages.

Thinking of the **tipped** employees at your establishment, how many employees are paid in the following pay ranges(including tips)?	Number of Employees	OR Percent (%)	Don't know	Refuse
$8.25 or less per hour?	**PAYRANGEITDN**	**PAYRANGEITDP**		
Between $8.26 and $8.99 per hour?	**PAYRANGEITCN**	**PAYRANGEITCP**		
Between $9.00 and $9.99 per hour?	**PAYRANGEITBN**	**PAYRANGEITBP**		
$10.10 per hour or more? ($21,000 per year or more)	**PAYRANGEITAN**	**PAYRANGEITAP**		

PROGRAMMER:

IF *MCJ10* ANSWERED, USE *MCJ10*IN NEXT QUESTION.

IF NOT ANSWERED, SKIP TO *BENHINS.*

MCJNUM

How many {**MCJ10**}s did you have in Guam as of September 1, 2016?

Number of {**MCJ10**}s: _____ (Range 0+)

Don't know

Refuse

MCJEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

IF *MCJNUM*= DK OR REF, CONTINUE.

IF *MCJNUM*>=0, SKIP TO *MCJWAGENUM*

MCJCATN

Please give your best estimation of how many {**MCJ10.shown**}s you had in Guam as of July 1, 2016.

1   1 to 4

2   5 to 19

3   20 to 49

4   50 to 99

5   100 to 249

6   250 to 499

7   500+

8   Don't know

9   Refuse

MCJPAY

What is the typical starting hourly wage for a new {**MCJ10**}?

{CATI: [IWER: IF THE R SAYS "MINIMUM WAGE", PROMPT: "THE MINIMUM WAGE IN GUAM

IS $8.25 PER HOUR. DO YOU MEAN THE GUAM MINIMUM?" IF YES, ENTER $8.25.

If you have not recently hired a new {**MCJ10**} please use the starting hourly wage for the last {**MCJ10**} hired.

1   Starting hourly wage ($): _____   **MCJWAGEAMT**

2   State minimum wage ($8.25)

3   Don't know

4   Refuse

MCJWAGEEXAPP

Is the starting wage an exact or approximate number?

1   Exact

2   Approximate

RAISES

Did the starting wage for a new {MCJ10} increase during calendar year 2015?

1   Yes

2   No

3   Not Applicable

4   Don't know

5   Refuse

IF *RAISES*= YES, CONTINUE.

IF *RAISES*= NO, NA, DK OR REF, SKIP TO NEXT INSTRUCTION BOX.

RAISEAMT

How much did the starting wage for a new {**MCJ10**} increase during calendar year 2015?

    1   By the amount of the mandatory minimum wage increase

    2   By a different amount (please specify)$**RAISEAMT_SPEC**

    3   Don't know

    4   Refuse

IF *YTIPPED*= YES, CONTINUE.

IF *YTIPPED*= NO,DK, REF, SKIP TO *BENHINS*.

MCJTIP

Do your {**MCJ10**}s receive tips in addition to their wages?

    1   Yes

    2   No

    3   Don't know

    4   Refuse

IF *MCJTIP*= YES, CONTINUE.

IF *MCJTIP*=No, DK, REF, SKIP TO *BENHINS*.

MCJTIPAM

Approximately how much does a/an {**MCJ10**} typically make per hour in tips?

1. Amount in tips per hour ($):_____
2. Don't know
3. Refuse

IF *MCJTIPAM*= DK OR REF, CONTINUE.

IF *MCJTIPAM*>= 0, SKIP TO *BENHINS*.

MCJTIPEST

Please give your best estimation of how much your {**MCJ10**} typically makes per hour in tips.

1. Less than $2 per hour

2. $2 to $4.55 per hour

3. $4.56 to $8.45 per hour

4. $8.46 or more per hour

5. Don't know

6. Refuse

BENHINS

The next questions ask about benefits.

Which of the following benefits does your business offer toemployees?

Include the benefits if offered to at least one employee.

{WEB: *Select/CATI: Let me know} all that apply.* {CATI:[IWER: READ ALL RESPONSES]}

BENHINS   Health insurance for the employee

BENFHINS   Health insurance for the employee's spouse, domestic partner, or dependents

BENSICKLV Paid sick leave

BENVACLV   Paid vacation leave

BENPDHOL   Paid holidays

BENPTO   Undesignated leave or universal "Paid time off" (PTO)

BENFAMILY Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)

BENRETIRE Contributions to a retirement or pension plan (401k, 403b, etc.)

BENNONE   None of the above

              Don't know

              Refuse

IF **BENPTOONLY**IS SELECTED, CONTINUE.

IF **BENPTO**IS NOT SELECTED OR BENPTO AND OTHER OPTIONS ARE SELECTED, SKIP TO **BENJOBCATGRID**

BENPTOINCL

Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?

1   Yes - please specify which leave is separate: **BENPTOINCLYES**
2   No separate leave
3   Don't know
4   Refuse

PROGRAMMER: SHOW ROWS IN NEXT GRID FOR ONLY ITEMS SELECTED IN **BENHINS**.

1. IF THERE ARE NO FULL-TIME EMPLOYEES (**NFTEE**=0), HIDE FIRST COLUMN IN **BENJOBCATGRID**.
2. IF THERE ARE NO PART-TIME EMPLOYEES (**NPTEE**=0), HIDE SECOND COLUMN.
3. IF THERE ARE NO LOW-WAGE EMPLOYEES (**MCJ10** 0BLANK AND **MCJ10TIP**=BLANK), HIDE THIRD COLUMN.
IF (**NFTEE**=0 AND **NPTEE**=0 AND **MCJ10**=BLANK AND **MCJ10TIP**=BLANK) OR **BENHINS**= DK or REF, SKIP TO **MCJSALES**

BENJOBCATGRID

Which employees qualify for which benefits? {WEB: *Select/CATI: Tell me}* all that apply{CATI: [IWER: READ ALL	Offered to full-time employees	Offered to part-time employees	Offered to {**MCJ10**}s	DK	REF

RESPONSES FOR EACH QUESTION IN GRID.]}					
Health insurance for employee	**BENHINSFT**	**BENHINSPT**	**BENHINSMCJ**		
Health insurance for employee's spouse, domestic partner, or dependents	**BENFHINSFT**	**BENFHINSPT**	**BENFHINSMCJ**		
Paid sick leave	**BENSICKLVFT**	**BENSICKLVPT**	**BENSICKLVMCJ**		
Paid vacation leave	**BENVACLVFT**	**BENVACLVPT**	**BENVACLVMCJ**		
Paid holidays	**BENPDHOLFT**	**BENPDHOLPT**	**BENPDHOLMCJ**		
Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)	**BENFAMILYFT**	**BENFAMILYPT**	**BENFAMILYMCJ**		
Undesignated leave or universal "Paid time off" (PTO)	**BENPTOFT**	**BENPTOPT**	**BENPTOMCJ**		
Contributions to a retirement or pension plan (401k, 403b, etc.)	**BENRETIREFT**	**BENRETIREPT**	**BENRETIREMCJ**		

IF *BENHINSMCJ* SELECTED, CONTINUE.

IF *BENHINSMCJ* NOT SELECT, SKIP TO *MCGSALES*

MCJUSEHINS

Do any of your {**MCJ10**}s use company-provided health insurance for themselves?

    1 Yes
    2 No, did not sign up or choose to use
    3 Don't know
    4 Refuse
    5

> IF *MCG*= DK OR REF, USE "your main product or service" IN NEXT QUESTIONS.
>
> OTHERWISE, USE RESPONSE FROM *MCG*.

MCGSALES

The next questions are about {**TRADENAME/BUSNAME**}'s sales and business operations.

You said that your main product or service is {**PRODUCT**}. In the last 12 months, have prices for {**PRODUCT**} increased, decreased, or stayed the same?

    1   Increased
    2   Decreased
    3   Stayed the same
    4   Don't know
    5   Refuse

> IF *MCGSALES*= INCREASED OR DECREASED, CONTINUE.
>
> IF *MCGSALES*= STAY THE SAME, DK OR REF, SKIP TO *TOTVOL*

MCGCHGAMT

What was the approximate overall percentage change in the price of {**PRODUCT**} during 2015?

Percentage change (%): (Range -900 – 900)

Don't know

Refuse

TOTVOL

Across all products and services, what was your approximate total sales value last year?

Total sales value ($): (Range: -1,000,000,000 – 1,000,000,000)

Don't know

Refuse

SALES15

During the first two quarters of 2015, did your firm's totalsales or revenues grow, decline, or stay about the same relative to the same period the prior year?

6   Grow
7   Decline
8   Stay the same
9   Don't know
10 Refuse

IF **SALES15**= GROW OR DECLINE, CONTINUE.

IF **SALES15**= STAY THE SAME, DK OR REF, SKIP TO **COSTS14**.

SALESCHG

What was the approximate overall percentage change in your sales/revenue volume during the first two quarters of 2015?

Percentage change (%): (Range -900 – 900)

Don't know

Refuse

COSTS15

In the first two quarters of 2015, did your firm's **costs** or **expenditures** grow, decline, or stay about the same? Consider all costs: labor, raw materials, goods, facilities, services, etc.

1   Grow
2   Decline
3   Stay the same
4   Don't know
5   Refuse

IF *COSTS15*= GROW OR DECLINE, CONTINUE.

IF *COSTS15*= STAY THE SAME, DK OR REF, SKIP TO *AWARE*.

COSTSCHNG

Approximately what was the overall percentage change in your total costs/expenditures during the first two quarters of 2015?

Percentage change (%): (Range: -900 – 900))

Don't know

Refuse

IF *COSTSCHNG*> 100 CONTINUE.

OTHERWISE, SKIP TO *AWARE*.

COSTSCHG100

Did you mean to indicate a percentage greater than 100%?

1. Yes (**Programmer**: Continue to next question)
2. No (**Programmer**: Show **COSTSCHNG** again)
3. Don't know
4. Refuse

IF *YTIPPED*= YES AND *YTIPPED*<*EMPNUM*, CONTINUE & ASK BOTH *MINWAGETIP*AND *MINWAGENTIP*.

IF *YTIPPED*= YES AND *YTIPPED*= *EMPNUM*, ASK ONLY *MINWAGETIP*.

IF *YTIPPED*= NO, ASK *MINWAGE*.

PROGRAMMER: SHOW *MINWAGETIP*AND *MINWAGENTIP*ON THE SAME SCREEN (IF BOTH ASKED)

MINWAGETIP

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay **tipped** employees working in Guam as of January 1, 2015?

Wage ($): (Range (0 – 20.00, allow decimals)

Don't know

Refuse

MINWAGENTIP

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay **non-tipped** employees working in Guam as of January 1, 2015?

Wage ($): (Range 0 – 20.00, allow decimals)

Don't know

Refuse

MINWAGE

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay employees working in Guam as of January 1, 2015?

Wage ($): (Range (0 – 20.00, allow decimals)

Don't know

Refuse

CHANGEGRID

Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year? {CATI: [IWER: READ ALL RESPONSES FOR EACH QUESTION IN GRID.] }	Have already done this	Have done some and plan to do more	Plan to do this	Do not plan to do this	Don't know	Refuse	
Raise the wages of one or more employees?							**CHGRAISE**
Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?							**CHGRAISENMIN**
Limit raises or decrease wages for employees earning more than minimum wage?							**CHGLIMIT**
Reduce the number of scheduled hours for minimum wage employees?							**CHGREDUCEH**

Reduce the number of employees?							**CHGREDUCEE**
Contract out work currently provided in-house?							**CHGRCONTRACT**
Raise prices on goods or services?							**CHGRAISEPR**
Add service charges or other fees specifically meant to offset the wage mandates?							**CHGFEES**
Offer training or educational advancement opportunities to employees?							**CHGTRAIN**
Replace any aspects of jobs with advanced technology?							**CHGTECH**
Add health care benefits for some employees?							**CHGADDHBEN**
Reduce benefits for some employees?							**CHGREBEN**

Eliminate another benefit for some employees?							**CHGELIMOBEN**
Any other changes?							**CHGOTH**

IF ANY YES IN SERVICE CHARGE CATEGORY**(CHGFEES)** IN*CCHANGEGRID,* CONTINUE.

IF SERVICE CHARGE CATEGORY IN*CCHANGEGRID*= NO, DK OR REF, SKIP TO*NEXT INSTRUCTION BOX.

CHGFEESSPEC

You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.

_____(0-300 characters)

Don't know

Refuse

CHGFEESPER

How much is your service fee?

Percentage (%): (Range: -900 – 900))

Don't know

Refuse

IF ANY YES IN OTHER CATEGORY**(CHGOTH)** IN**CCHANGEGRID,** CONTINUE.

IF OTHER CATEGORY IN**CCHANGEGRID**= NO, DK OR REF, SKIP TO**ANTICIPATEGRID.**

CHGOTHSPEC

You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.

_____(0-300 characters)

Don't know

Refuse

SKIP TO**ANTICIPATEGRID.**

ANTICIPATEGRID

If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to	This will definitely happen	This will probably happen	This will probably NOT happen	This will definitely NOT happen	Don't know	Refuse	

{**TRADENAME/BUSNAME**}?						
Raise the wages of one or more employees?						**ANTICRAISE**
Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?						**ANTICRAISENMIN**
Limit raises or decrease wages for employees earning more than minimum wage?						**ANTICLIMIT**
Reduce the number of scheduled hours for minimum wage employees?						**ANTICREDUCEH**
Reduce the number of employees?						**ANTICREDUCEE**
Contract out work currently provided in-house?						**ANTICRCONTRACT**
Raise prices on goods or services?						**ANTICRAISEPR**
Add service charges or other fees specifically						**ANTICFEES**

meant to offset the wage mandates?							
Offer training or educational advancement opportunities to employees							**ANTICTRAIN**
Replace any aspects of jobs with advanced technology?							**ANTICTECH**
Add health care benefits for some employees?							**ANTICADDHBEN**
Reduce benefits for some employees?							**ANTICREBEN**
Eliminate another benefit for some employees?							**ANTICELIMOBEN**
Lower rates of turnover among minimum wage workers?							**ANTICLOWTURN**
Improved morale among minimum wage workers?							**ANTICIMPMOR**

Improved productivity among minimum wage workers?							**ANTICIMPPROD**
Diminished morale or productivity among employees earning between $10.00 and $13.00 per hour?							**ANTICDECPROD**
A higher number of applicants for minimum wage positions?							**ANTICINCAPP**
Any other changes?							**ANTICOTH**

IF ANY YES IN OTHER CATEGORY**(ANTICOTH)** IN**ANTICIPATEGRID,** CONTINUE.

IF OTHER CATEGORY IN**ANTICIPATEGRID**= NO, DK OR REF, SKIP TO**FINALSAY.**

ANTICOTHSPEC

You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.

_____(0-300 characters)

Don't know

Refuse

FINALSAY

That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?

(Range: no length restriction)

_____

Don't know

Refuse

IF *SURVWHEN*= DO SURVEY NOW, CONTINUE TO *CATIEND*, THEN EXIT.

IF *SURVWHEN*= SCHEDULE CALLBACK TIME OR DO ON WEB, SKIP TO *CONTACT*.

CATIEND

I would like to thank you for your participation.

CONTACTEND

{CATI: I would like to thank you / WEB: Thank you} for your participation.

{CATI: Before we finish, I would like to confirm your contact information. [IWER: VERIFY INFORMATION BELOW. CATEGORIES WITH * ARE REQUIRED.]

WEB: Please enter your contact information listed below. (*Items with an asterisk (*) are required*). When you are finished click SUBMIT to submit your responses.

Programmer: If contact information was asked during screener, fill next fields with that info (CATI ONLY)

Business Name: **BUSNAME**

Your Name*: **NAME**

Title: **TITLE**

Business Phone* (###-###-####): **BPHONE**

Business Address: **BADDR**

City, State, Zip: **BCITY**

Cell Phone: **CPHONE**

Business Email*: **BEMAIL**

F. Guam Business Survey: Qualitative

EMPLOYER INTERVIEW PROTOCOL

Date: _____

Location: _____

Interviewer(s): _____

Study ID: _____

Interviewer Instructions:

These interviews should be conversational rather than scripted. Use as many probes as necessary. Probes are not designated to redirect the interview, but rather to uncover more detail.

As much as possible, please avoid speaking the participant's name or any other identifying information on the audio recorder.

Prior to beginning interview, check with the participant to see if they have any time constraints and complete the informed consent process.

Introduction and Informed Consent:

My name is _____ from Market Research & Development. Thank you for agreeing to participate in this interview. My purpose in conducting this interview with you is to learn more about your approach to running your business, with a specific focus on how Guam's minimum wage increases are affecting your business strategy. I'll be asking a series of questions about your own business background, a bit of history about this business, and then a range of items about the jobs and employees here. As a(n) [Owner/Manager], you are especially well positioned to provide insights into those issues.

The interview should take about 30 minutes of your time or slightly more if you have time to give more detailed answers. Is this still a good time to do the interview?

Thank you. Here is an information sheet about this study. I want to remind you that your participation is voluntary and if you do not wish to participate, you may stop at any time. Your responses will be kept confidential. Your contact information will not be shared with anyone, and your name will not appear in any reports or publications. You do not have to answer any questions you do not want to answer.

Do you have any questions about this research?

Do you consent to participating in this interview? [If "yes," continue with interview. If "no," thank the participant for their time]

In order to make sure that I capture everything you say, I'd like to record our conversation today. Is that OK with you? [If consent is given to record, begin recording now and record a statement of identification: "This is interviewer # _____, interviewing participant #_____"]

INTERVIEWEE AND BUSINESS HISTORY

The first questions I'm going to ask will be about your business and workforce.

QUESTION/PROBES	RESPONSE
To begin with, can you please tell me a little bit about your business? Probe: • *What is your main product or line of work?* • *How long have you been involved in the business?* • *What are your customers like? – who buys from you, where are they located, and how do they find you, etc.?*	
How many locations do you have? • Probe: *Locations inside/outside Guam or planned changes in location*	
Are you thinking about closing any sites or moving your business off-island? What about opening new locations?	

WORKFORCE

QUESTION/PROBES	RESPONSE

Can you tell me about your workforce?
 	
• How many employees do you have?
• How many of them work…?
    o Full-time? _____
    o Part-time? _____
    o On-call? _____
    o Seasonal? _____
• Probe: what # hours constitute FT?	

What types of people work here?	
• Probe: College *graduates, high school graduates, students, youth, veterans, etc.?*	
Do any of your family members work here?	
• Probe: *how much do you rely on family help or how many hours a week do family members help out? What types of jobs do they do?*	

HIRING

QUESTION/PROBES	RESPONSE
Have you hired any new employees in the past year? Why? How? • What about past 3 months? • *Probe*: *How many new employees have you hired?*	
Since the minimum wage increase to $8.25 in January 2015 Have there been any changes in your hiring practices? Probe in terms of.. • Direct procedure? (e.g. hiring fewer, requiring more training etc.) • Difficulty in filling positions? • Seeing more or fewer applicants?	

STAFFING CHANGES

QUESTION/PROBES	RESPONSE
Have you downsized or added staff or new job titles in the past year?	
Do you foresee downsizing or adding staff or new job titles in the next year? *Probe for reasoning.*	

WAGES

Now I'm going to ask you about employee pay. (Numbers can be approximated, please mark appropriately (e.g. ~10%))

QUESTION/PROBES	RESPONSE
How many employees are paid hourly (versus on a salary)?	
How many workers are paid minimum wage?	
How many employees are paid less than $10/hour?	
For staff that earn more than minimum wage, have you adjusted their wages as the minimum wage has gone up? • *Probe: What kind of factors do you weigh as you set the hourly rates for different types of positions?*	

RAISES

QUESTION/PROBES	RESPONSE
Did you give any raises in the last year? • If so, why and to whom? How much? • *Probe*: *Were raises due to mandated raises in the minimum wage or raises to employees making above the minimum?*	

TIPS, COMMISSIONS, AND SERVICE CHARGES

QUESTION/PROBES	RESPONSE
Tips: Do any employees receive tips? • If so, which ones? • Do you do tip pooling or have some workers "tip out" other workers? *(if no tipped employees, skip to commissions question)*	

QUESTION/PROBES	RESPONSE
About how much money do employees make in tips (per hour/shift/week?) How do you know? • Probe: *Employees self-report, mostly on credit cards, etc,* • *how formal is system and* • *Does employer believes s/he has accurate tip information*?	
Have you changed wages or how tips are allocated in the past few years? If so, why? • Probe: *Have you added or taken away tips?*	
Commissions: Do any employees receive commissions? If so, how are these calculated? • *Probe for details: Is the base pay 8.25 plus commissions, how are these paid, how much of the pay is commissions?)*	

Service Charges:
 	
Do you charge customers a service charge? If so, how much?
 	
• Probe: *Which employees benefit from the proceeds of the service charge? Specifically, how is the service charge distributed or utilized by the company?*
    ☐ *Distributed to employees?*
    ☐ *Retained by employer?*
    ☐ *Something else?*	

BENEFITS

Now I want to talk about employee benefits.

What benefits do you offer employees? I'll read off different benefits, please tell me which are offered to part-time employees, full-time employees, and employees making less than $10/hour?

Which employees qualify for which benefits?	Offered to full-time employees	Offered to part-time employees	Offered to employees making less than $10/hr	Don't know
Health insurance for employee				
Health insurance for employee's spouse, domestic partner, or dependents				
Paid sick leave				
Paid vacation leave				
Paid holidays				
Undesignated leave or universal "Paid time off" (PTO)				
Parental or family leave				
Contributions to a retirement or pension plan (401k, 403b, etc.)				

QUESTION/PROBES	RESPONSE
Have you cut or added any benefits in the last 1-2 years since the law has been in effect? • *If yes, were these changes due to the increase in the minimum wage? Probe for details.*	

COSTS

Now I'd like to talk about the costs of running your business.

QUESTION/PROBES	RESPONSE
What are your top five expense areas? • *Probe for: Facilities: Rent / building costs,* • *Utilities,* • *Insurance,* • *Equipment (leases or regular purchases),* • *Debt service,* • *Supplies,* • *Raw goods/stock,* • *Taxes,* • *Payroll,* • *Health benefits,* • *Transportation, Janitorial / other services*	
Which of these expenses do you have more or less control over? • Probe: Cost structure (labor vs rent, etc)	
Have you experienced changes in costs since January 2015? • What/why? • How do you plan to address future changes?	

REVENUE

QUESTION/PROBES	RESPONSE
How have your profits changed in the past 5 years? What about since January 2015? • Probe: *Reasons for changes*	
Do you have fluctuations in revenue (seasonal, week-to-week)? • *Probe*: *Reasons for changes*	
What do you anticipate will happen in the next 1-2 years? Foreseen challenges?	

GUAM MINIMUM WAGE

Now I would like to get a sense of your familiarity with and response to the changes in the Guam minimum wage.

QUESTION/PROBES	RESPONSE
What's the minimum wage you currently have to pay employees? *(Note: knowledge/familiarity question)*	
$7.25 to $8.25 change (2014-2015):	
Did you have to raise wages because of changes in the Guam minimum wage? • **[if yes]** How has the minimum wage impacted your business and operations, if at all? [Probe for responses indicating changes brought on since 2015] • [if yes] How have you absorbed those increased wage changesso far?	
Have you changed your products or services offered in response to the law that increased the minimum wage from $7.25 to $8.25 and hour? • [if yes] *probe for details*	
Have you changed product prices in response to the minimum wage increase? • [if yes] *probe for details*	
Potential increase to $10.10 in 2017	

Will you have to raise wages next year or in the future because of the possible $10.10 minimum wage mandate? • Do you think you would have done those increases anyhow? [i.e., is law binding for you – or will it be?]	
How do you plan to adjust your business to account for these increases? • Probe for possible adjustments, e.g. • Changing scheduled hours, • adding technology to reduce labor, • changing job descriptions, • limiting raises, • moving, • adding contract work, • adding service charges, • changing tipping, • adding health care benefits,	
Do you anticipate changing your hiring practices or applicant requirements in response to the potential $10.10 wage increase? • [if yes] *probe for details*	
Are you discussing any future business changes to adjust to the next increase in the minimum wage? • [if yes] *probe for details*	

CLOSEOUT:
That was my last question, do you have any final questions or comments that you would like to make and assure they are captured in this evaluation?
Do you know other businesses that have been affected that we should talk to?

We are done!

Thank you very much for agreeing to be interviewed. Your answers will help us, other business people, and policy makers to better understand the challenges that businesses face in being profitable while seeking to manage their workforces effectively.

G.   Guam Household Survey: Quantitative

Survey of Guam Households (SGH) Programming Script

Module 1: Screener

9/21/2016

Text in **bold blue** are variable names.

Text in brackets {} denotes a text fill. If a variable name is in the brackets, the response value is used for the text fill.

DATA FROM SAMPLE TABLE TO BE IMPORTED INTO SURVEY. *These variables will be automatically filled from the sample data:*

FAMNAME   Last name from phonebook

FIRSTNAME   First name from phonebook

PHONE   Phone number from phonebook

ADDRESS: Household address from phonebook

CITYSTATEZIP1   City, State, Zip

Variables used for programming:

ELIGIBILITY

Eligibility status

1. Eligible
2. Ineligible – No low wage worker as head of household

Screening Survey Start: (ALL SCREENING DONE IN CATI)

CATI INTRO SCREEN:

Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct household. {Appropriate person is a head of household or someone who makes household budget decisions}

"Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are contacting households as part of a study of the Guam minimum wage. Can I ask you a few questions to determine if your household fits the criteria for our survey?"

Please remember to write a comment after every call attempt. Please also note the phone number called (all 9 digits the first and last time a number is called; x followed by last 4 digits all other times). To keep comments short, please refer to your general calling abbreviation guide.

Click the blue arrow button to begin screener.

ISFAM

[IWER: CONFIRM FAMILY NAME UPON PERSON ANSWERING PHONE. ASK TO SPEAK TO HEAD OF HOUSEHOLD. LAST NAME IS **{FAMNAME}.** WHEN VERIFIED, SELECT APPROPRIATE NAME TO USE THROUGHOUT SURVEY BELOW.]

Hello. My name is _____, and I'm calling from Market Research & Development, Inc. We are contacting households as part of a study of the Guam minimum wage.

    1   Yes, family name is correct

    2   No →[IWER: VERIFY PHONE #]

PROGRAMMER:

IF *ISFAM*= 1, USE *FAMNAME* THROUGHOUT SURVEY.

IF *ISFAM*= 1 YES, SKIP TO *HOUSEDEPNUM.*

IF *ISFAM*= 2, NO, CONTINUE.

FAMNAME2

What is your family's lastname?

PROGRAMMER:

IF *FAMNAME2*= answered, USE *FAMNAME2* THROUGHOUT SURVEY.

HOUSEDEPNUM

How many children or dependents currently live at the {FAMNAME/FAMNAME2} household?

    Number of children/dependents: _____ (Range: 0+)

    Don't know

    Refuse

HOUSEDEPNUMEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

HOUSEHOLDTOTAL

How many people currently live at the {**FAMNAME/FAMNAME2**} household?

Number of household members: _____ (Range: 0+)

Don't know

Refuse

HOUSEWORKERNUM

How many people at the {**FAMNAME/FAMNAME2**} household currently have a paying job?

Number of working household members: _____ (Range: 0+)

Don't know

Refuse

MWAGE

Does anyone in the {**FAMNAME/FAMNAME2**} household currently earn the Guam minimum wage?

1   Yes

2   No

3   Don't know

4   Refuse

PROGRAMMER:

IF *MWAGE*= 1, CONTINUE.

IF *MWAGE = NO, SKIP TO THANKYOU*

IF*MWAGE = DK or REFUSE, SKIP TO CONTACT*

MWAGENUM

How many people in the {**FAMNAME/FAMNAME2**} household earn the minimum wage?

Number of household members: _____ (Range: 0+)

Don't know

Refuse

MWAGEHEADOFHOUSE

Does the head of household or a person responsible for at least 50% of the {FAMNAME/FAMNAME2} household budget earn the minimum wage?

1 Yes
2 No
3 Don't know
4 Refuse

PROGRAMMER:

IF *MWAGEHEADOFHOUSE*= 1, CONTINUE.

IF *MWAGEHEADOFHOUSE = NO, SKIP TO* THANKYOU

IF*MWAGEHEADOFHOUSE = DK or REFUSE, SKIP TO CONTACT*

IF *MWAGE*= NONE, GO TO *THNKYOU*. (**Programmer**: Set **ELIGIBILITY** to 2 (INELIGIBLE-NO LOW WAG WORGERS))

IF HOUSEHOLD HAS MINIMUM WAGE WORKERS (*MWAGE*> 0), CONTINUE.

SURVWHEN

Thank you! You are eligible to take our survey. We can either do the survey now, or I can schedule a time to call back, or it can be done on the web. Would you like to do the survey now?
1. Yes, do the survey now
2. No, schedule a call back time
3. No, do it on the web

IF *SURVWHEN*= DO SURVEY NOW, SKIP TO INSTRUCTION BOX BEFORE *STARTSURVEY*

IF *SURVWHEN*= SCHEDULE A CALL BACK TIME OR DO ON WEB, CONTINUE & USE WORDING RIGHT OF SLASH CURLY BRACKETS.

PROGRAMMER: Autofill contact information with imported contact information.

CONTACT

Thank you for your responses. Can you provide me with the contact information for the person in the {FAMNAME/FAMNAME2} household who would know about the household budgets and operations?

[IWER: COLLECT THE FOLLOWING CONTACT INFORMATION.]

Name:	**FIRSTNAME1**
Last Name:	**LASTNAME1**
Address:	**ADDRESS1**
City, State, Zip:	**CITYSTATEZIP1**
Home Phone:	**BPHONE1**
Cell Phone:	**CPHONE1**
Email:	**EMAIL1**

PHONECONTACT

Can I get your name, in case the next person we talk to asks who we already spoke with?

_____

Refuse

CATIINSTR

Programmer:

If **SURVWHEN**= 2 (schedule call back), show: [IWER: END THIS SURVEY AND SCHEDULE A CALLBACK TIME.]

If **SURVWHEN**= 3 (do on web), show: [IWER: TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.]

NOT ELIGIBLE:

THNKYOU (no low wage workers)

Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me? [IWER: PAUSE, ANSWER QUESTIONS.]

Module 2: Survey

IF *SURVWHEN*= DO SURVEY NOW, CONTINUE TO *STARTSURVEY*(**CATI2**).

IF *SURVWHEN* = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA CATI, CONTINUE TO **STARTSURVEY**(**CATI**).

IF *SURVWHEN* = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA WEB, SKIP TO **STARTSURVEY**(**WEB**).

IF *SURVWHEN*= DO IT ON WEB, SKIP TO *STARTSURVEY*(**WEB**)

STARTSURVEY (CATI)

Hi. My name is _____. I'm calling from the Market Research & Development, Inc. Am I speaking to {**CONTACTNM**} at {**FAMNAME/FAMNAME2**}? [IWER: IF NOT, ASK FOR CORRECT CONTACT AT HOUSEHOLD.]

(CATI2)

Thank you. We are conducting a survey of Guam Households as part of a study of the minimum wage workforce. By completing this survey, you will provide information to leaders in Guam about the challenges facing workers here. The survey should take about 20 minutes to complete.

We are very grateful for your time and appreciate all the information you will share with us.

STARTSURVEY (WEB) (WEB SURVEYS START HERE IF SCREENING COMPLETED)

Research & Development, Inc. is conducting a survey of Guam households. This survey should take about 20 minutes to complete. Your responses will be confidential. By completing this survey you will provide information to leaders in Guam about the challenges facing workers in your region. As a reminder, we are interested in your responses regarding the household member making minimum wage.

Throughout the survey, please use the NEXT and BACK buttons to move around in the survey. *Do not use the Forward and Back buttons on your browser*. If you need to take a break, simply close the browser window. Your responses will be saved to that point, so when you return the survey will start where you left off. (Please keep your access code handy to be able to log in again.)

If you need assistance or would like to finish the survey with an interviewer, please call our toll-free number and leave a message. An interviewer will then call you to schedule a time to complete the survey.

> **PROGRAMMER NOTES**: IF **WEB** SURVEY, SHOW **STARTSURVEY(WEB)**AND**RTITLE** ON THE SAME SCREEN.
> IF **CATI** SURVEY &**SURVWHEN**= **DO IT NOW**, SHOW IWER INSTRUCTIONS IN **RTITLE**.

AGEDEMOGGRID

{CATI: To start off, I'd like to ask/WEB: First are} some general questions about you and your household. {CATI: [IWER: SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER.]}

Thinking of everyone who lives in the {FAMNAME/FAMNAME2} household, how many people, including yourself, are in the following age groups?	Number	OR Percent (%)	Don't know	Refuse
Under 10 years of age	AGEUND10N	AGEUND10P		
Between 10 and 18 years of age	AGE1018N	AGE1018P		
Between 18 and 25 years of age	AGE1825N	AGE1525P		
Between 26 and 50 years of age	AGE2650N	AGE1650P		
Between 51 and 64 years of age	AGE5164N	AGE5164P		
65 years of age or older	AGE65OVN	AGE65OVP		

RACEDEMOGGRID

Thinking of everyone who lives in the {FAMNAME/FAMNAME2} household, how many people, including yourself, are in the following race or ethnic groups?	Number	OR Percent (%)	Don't know	Refuse
Chamorro	RACECHMN	RACECHMP		
Filipino	RACEFILN	RACEFILP		
White	RACEWHTN	RACEWHTP		
Chuukese	RACECHUN	RACECHUP		
Multiracial	RACEMULN	RACEMULP		
Other non-white	RACEOTHN	RACEOTHP		

PROGRAMMINGNOTE: PERCENTS IN *AGEDEMOGGRID* AND *RACEDEMOGGRID* NEED TO ADD UP TO 100%

FINANCEPOS

What is your financial position in the household? {WEB: *Select all that apply* /CATI: Tell me all that apply }

INCONLY   I am the only income earner in the household

INCHALF   I am the responsible for half our household income

INCMULTIPLE I am one of the multiple income earners in the household

INCOTH   Other (please specify) INCOTH

INCDK   Don't know

INCREF   Refuse

GENDER

What is your gender?

1. Male
2. Female
3. Other
4. Don't know
5. Refuse

COLLEGEDEG

Do you have a college degree?

1. Yes
2. No
3. Don't know
4. Refuse

HOUSEHOLDCOLLEGE

How many members of your household have college degrees? *Please {WEB: enter/CATI: say} the actual number or percent.*

Number of household members with college degrees: _____ **COLLEGEDEGN**

OR Percent of household members with college degrees (%): _____ **COLLEGEDEGP**

Don't know

Refuse

HOUSING

Which of the following best describes your housing situation?

1. I own a home and have a monthly mortgage payment.
2. I rent an apartment and have a monthly rent payment.
3. I rent a bedroom in a house.
4. I receive vouchers for subsidized housing.
5. Other
6. Don't know
7. Refuse

MOVED

Has your household moved in the last 10 years?

1   Yes
2   No
3   Don't know
4   Refuse

FOCALPLANS

Is your household planning to move? {CATI: [IWER: READ ALL RESPONSES]}

1   Yes – definite timeline and location
2   Yes – no definite timeline or location
3   Possibly
4   No
5   Don't know
6   Refuse

> IF **FOCALPLANS**= YES OR POSSIBLY (1 OR 2 OR 3), CONTINUE.
>
> IF **FOCALPLANS**= NO, DK, REF SKIP TO NEXT INSTRUCTION BOX.

RELOCAREA

Where are you planning or possibly planning to move? {CATI: [IWER: READ ALL RESPONSES]}

1   Within the city
2   To a suburb
3   Out of Guam
5   Don't know
6   Refuse

FAMLOC

Which of the following describes the location of your extended family? [IF FAMNUM>1, CONTINUE & USE WORDING RIGHT OF SLASH IN CURLY BRACKETS, OTHERWISE USE WORDING TO LEFT OF CURLY BRACKETS]. {WEB: *Select/*CATI:*Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES]}

FAMLOC1 {My/Our} extended family lives in the same city.

FAMLOC2 {My/Our} extended family lives in Guam, but a different city.

FAMLOC3 {My/Our} extended family lives outside of Guam.

FAMLOC4 {I/We} do not have any extended family.

FAMLOC5 Other (please specify) **FAMLOCOTH**

Don't know

Refuse

SECTOR

In what industry do you work?

1   11: Agriculture, Forestry, Fishing, Hunting

2   21: Mining, Quarrying, Oil and Gas Extraction

3   22: Utilities

4   23: Construction

5   31-33: Manufacturing

6   42: Wholesale Trade

7   44-45: Retail Trade

8   48-49: Transportation, Warehousing

9   51: Information

10 52: Finance and Insurance

11 53: Real Estate, Rental, Leasing

12 54: Professional, Science, Technical Services

13 55; Management of Companies and Enterprises

14 56: Administration, Support, Waste Management, Remediation Services

15 61: Educational Services

16 62: Health Care, Social Assistance

17 71: Arts, Entertainment, Recreation

18 72: Accommodation, Food Services

19 81: Other Services (except Public Administration)

20 92: Public Administration

21 99: Unclassified

22   Nonprofit Human Services organization

PRIMARYWORK

What is your current job title? If you have more than one job, please enter the job title for your primary job.

Job title: _____   (Range: 0-300 characters)

Don't know

Refuse

CURRENTJOB

How long have you been in your current job?

Number of years in current job (if less than one year please enter 0): _____ (Range: 0+)

Don't know

Refuse

CURRENTJOBEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

IF *CURRENTJOB*>0, SKIP TO **FULLPARTTIME**

If **CURRENTJOB** = 0, DK OR REF, CONTINUE

CURRENTJOBMONTHS

How many months have you been in your current job?

Number of months in current job, if less than a month enter 1:_____ (Range: 0+)

Don't know

Refuse

CURRENTJOBMONTHSEXAPP

Is that an exact or approximate number?

1   Exact

2   Approximate

FULLPARTTIME

Now I'm going to ask about your work schedule. Is your job as a {**PRIMARYWORK**} full-time or part-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.

1   Full-time

2   Part-time

3   Don't know

4   Refuse

HOURSAVG

How many hours do you work on average per week, counting all jobs?

Number of hours worked per week: _____ (Range: 0+)

Don't know

Refuse

HOURSAVGEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

HOURSLAST

How many hours did you work last week?

Number of hours worked last week: _____ (Range: 0+)

Don't know

Refuse

HOURSLASTEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

TEMPORARYEE

Over the past 12 months, have you been hired on as a temporary employee? (Temporary workers could work full-time or part-time. Do not count if you're a seasonal workers or independent contractor.)

1 Yes

2 No

3 Don't know

4 Refuse

SEASONALEE

Over the **past 12 months** have you been hired on a seasonal basis?

1 Yes

2 No

3 Don't know

4   Refuse

PAYFREQ

How often do you get paid?

1   Every two weeks

2   Every week

3   Once a month

4   After each shift

5   Don't know

6   Refuse

YTIPPED

Do you receive tips in addition to your wages?

1   Yes

2   No

3   Don't know

4   Refuse

IF *YTIPPED*= YES, CONTINUE.

IF*YTIPPED*= NO, DK OR REF, SKIP TO *YCOMMISSION*.

TIPPEDN

How much do you make on average per hour in tips?

Amount of tips per hour: _____ (Range: 0+)

Don't know

Refuse

IF *TIPPEDN*= DK OR REF, CONTINUE.

IF *TIPPEDN*>0, SKIP TO *YCOMMISSION*.

TIPEST

Please give your best estimation of how much you typically makes per hour in tips.

1.   Less than $2 per hour

2. $2 to $4.55 per hour

3. $4.56 to $8.45 per hour

4. $8.46 or more per hour

5. Don't know
6. Refuse

YCOMMISSION

Do you receive commissions?

1   Yes, I receive commissions in addition to wages
2   Yes, I receive commissions but no wages
3   No, I do not receive commissions
4   Don't know
5   Refuse

CBAANY

Are you covered by a collective bargaining agreement?

1   Yes
2   No
3   Don't know
4   Refuse

SCHEDULE

Is your schedule the same every week?

1   Yes
2   No
3   Don't know
4   Refuse

IF *SCHEDULE*= 2 NO, DK OR REF, CONTINUE.

IF *SCHEDULE*=1 YES, SKIP TO *ECHARGRID*.

SCHEDULEADVANCE

If your schedule varies week by week, how far in advance do you receive your schedule?

1   One week in advance
2   Two weeks in advance
3   A month in advance
4   Other
3   Don't know
4   Refuse

ECHARGRID

Please indicate whether you have any following characteristics.

	Yes	No	Don't Know	Refuse	
Working as a paid intern					**ECHARINT**
Working for a family member(s)					**ECHARFAM**
In special employment class due to a cognitive or physical disability					**ECHARDIS**
Working as part of an approved government subsidized temporary youth employment program					**ECHAREDU**
Working as part of an approved government subsidized transitional employment program					**ECHARWST**
Workingas part of a workforce training or employment program					**ECHARWF**
New to your job within the last 90 days					**ECHARNEW**

WORKERSGRID

Over the past 12 months, how many times have you…	Number (Range 0+)	Don't know	Refuse	
…quit?				**QUITS**
…been discharged?				**DISCHARGES**
…been laid off?				**LAYOFFS**
…been recalled from layoff?				**RECALLS**
…been newly hired?				**NEWHIRES**

QUALITYGRID

{WEB: Next are/CATI: Next I have} some questions about how easy or difficult it is for you to maintain a quality job. {CATI: IWER: READ ALL RESPONSES FOR EACH QUESTION IN THE GRID.]}

	Very difficult	Somewhat difficult	Not too difficult	Not difficult at all	N/A: Have not been hired	Don't know	Refuse	

					recently			
How hard is it to find a job?								**FINDJOB**
How hard is it to find a job you enjoy?								**ENJOY**
How hard is it to maintain employment?								**MAINTAIN**
How hard is it to keep motivated in your current job?								**MOTIVATE**
How hard is it to find a job that pays more than minimum wage?								**MWAGEJOB**

HOURLYWAGE

The next questions ask about your **non-tipped** wages.

Thinking of your job at {**PRIMARYWORK**}, how much do you earn per hour?

{CATI: [IWER: IF THE R SAYS "MINIMUM WAGE", PROMPT: "THE MINIMUM WAGE IN GUAM IS $8.25 PER HOUR. DO YOU MEAN THE GUAM MINIMUM?" IF YES, ENTER $8.25.

    1   Hourly wage ($): _____ **HOURLYWAGEAMT**
    2   State minimum wage ($8.25)
    3   Don't know
    4   Refuse

HOURLYWAGESEXAPP

Is that an exact or approximate number?

1. Exact
2. Approximate

RAISES

Did your wage increase during calendar year 2015?

1. Yes
2. No
3. Not Applicable
4. Don't know
5. Refuse

IF **RAISES**= YES, CONTINUE.

IF **RAISES**= NO, NA, DK OR REF, SKIP TO **BENHINS**.

RAISEAMT

How much did your wage increase during calendar year 2015?

1. By the amount of the mandatory minimum wage increase
2. By a different amount (please specify)$**RAISEAMT_SPEC**
3. Don't know
4. Refuse

BENHINS

The next questions ask about benefits.

Which of the following benefits do you have with your current/primary employer?

{WEB: *Select/CATI: Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES]}

BENHINS	Health insurance
BENFHINS	Health insurance for your spouse, domestic partner, or dependents
BENSICKLV	Paid sick leave
BENVACLV	Paid vacation leave
BENPDHOL	Paid holidays
BENPTO	Undesignated leave or universal "Paid time off" (PTO)
BENRETIRE	Contributions to a retirement or pension plan (401k, 403b, etc.)
BENNONE	None of the above

Don't know

Refuse

IF **BENPTOONLY**IS SELECTED, CONTINUE.

IF **BENPTO**IS NOT SELECTED OR BENPTO AND OTHER OPTIONS ARE SELECTED, SKIP TO **BENJOBCATGRID**

BENPTOINCL

Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?

    5   Yes - please specify which leave is separate: **BENPTOINCLYES**
    6   No separate leave
    7   Don't know
    8   Refuse

USEHINS

Do you use company-provided health insurance for yourself?

    6   Yes
    7   No, did not sign up or choose to use
    8   Don't know
    9   Refuse

ACAMANDATE

To your knowledge, does the federal Affordable Care Act require your employer to offer health insurance coverage to employees? {CATI: [IWER: IF UNCLEAR, THE AFFORDABLE CARE ACT IS ALSO KNOWN AS OBAMACARE.]}

    1   Yes
    2   No
    3   Don't know
    4   Refuse

TOTALINC

Across all workers in your household, what was your approximate total household income last year?

    Total income ($): (Range: 0 - 1,000,000)

    Don't know

    Refuse

COSTSCHG

In the last 12 months, has your household's **costs** or **expenditures** grow, decline, or stay about the same? Consider all costs: rent, food, utilities, etc.

6   Grow
7   Decline
8   Stay the same
9   Don't know
10 Refuse

INCOMETYPE

Over the past 12 months, in what various ways have you received income? [select all that apply]

1   A job
2   Informal work
3   Public assistance (SNAP/TANF, housing vouchers)
4   Unemployment benefits
5   Student loans/other loans
6   Other
7   Don't know
8   Refuse

HOUSEHOLDBUDGET

Thinking of your total household budget, what percent of your monthly household income goes towards the following expenses?	Amount	OR Percent (%)	Don't know	Refuse
Rent	**RENTN**	**RENTP**		
Food	**FOODN**	**FOODP**		
Utilities	**UTILN**	**UTILP**		
Transportation	**TRANSPORTN**	**TRANSPORTP**		
Medical costs (including insurance)	**MEDICALN**	**MEDICALP**		
Education	**EDUCN**	**EDUCP**		
Savings/investments	**SAVEN**	**SAVEP**		
Leisure	**LEISN**	**LEISP**		
Other	**OTHN**	**OTHP**		

PROGRAMMINGNOTE: PERCENTS IN *HOUSEHOLDBUDGET*NEED TO ADD UP TO 100%

IF *OTHN*OR **OTHP**>0IN*HOUSEHOLDBUDGET,* CONTINUE.

IF *OTHN*= O, DK OR REF, SKIP TO*SPENDCATEG.*

OTHSPEC

You said "Yes" to "other expenses" in the last question. Please explain your other expenses.

_____(0-300 characters)

Don't know

Refuse

SPENDCATEG

How would you describe your monthly spending?

1   I am able to pay all my monthly bills and have money left over for savings or leisure
2   I am able to pay all my monthly bills, but do **not** have money left over for savings
3   I am able to pay some of my bills, but not all of them.
4   My expenses outweigh my income or I can never make ends meet
5   Other
6   Don't know
7   Refuse

IF **SPENDCATEG** = 5 *OTHER* CONTINUE, OTHERWISE SKIP TO **CHANGEGRID**.

SPENDCATEGOTH

You said "other" in the last question. Please explain how you would categorize your monthly spending.

_____(0-300 characters)

Don't know

Refuse

CHANGEGRID(PROGRAMMER: Same grid used in non-profit section)

Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget or spending	Agree	Somewhat agree	Neutral /no changes	Somewhat disagree	Disagree	Refuse	

habits? {CATI: [IWER: READ ALL RESPONSES FOR EACH QUESTION IN GRID.] }							
I pay off more of my bills per month							**CHGBILLS**
I put more money away in savings							**CHGSAVINGS**
I can afford to take vacation or time off without worry							**CHGVACATION**
I can afford to move							**CHGMOVE**
I can afford to work fewer hours or less jobs							**CHGHOURS**
I have made a bigger purchase(s) such as a vehicle or appliance							**CHGPURCHASE**
I can afford more leisure or extracurricular activities							**CHGLEISURE**
I have started school or entered into training programs							**CHGTRAIN**
I have spent more time at home							**CHGMORHOME**
I have spent less time at home							**CHGLESSHOME**
I have felt more financially secure							**CHGSECURE**
I have not felt more financially secure							**CHGNOTSECURE**

ANTICIPATEGRID

If the Guam minimum wage requirement increases again, how do you anticipate the {**FAMNAME/FAMNAME2**} household changing?	This will definitely happen	This will probably happen	This will probably NOT happen	This will definitely NOT happen	N/A	Don't know	Refuse	
I will stay at my current job for longer					██			**ANTICSTAY**
I will look for more training or opportunities for career advancement					██			**ANTICTRAIN**
I will buy a home								**ANTICHOME**
I will buy a car or other large purchase								**ANTICBUY**
I will pay off my debt					██			**ANTICDEBT**
I will save more money								**ANTICSAVE**

FINALSAY

That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?

(Range: no length restriction)

_____

Don't know

Refuse

> IF *SURVWHEN*= DO SURVEY NOW, CONTINUE TO *CATIEND*, THEN EXIT.
>
> IF *SURVWHEN*= SCHEDULE CALLBACK TIME OR DO ON WEB, SKIP TO *CONTACT*.

CATIEND

I would like to thank you for your participation.

CONTACTEND

{CATI: I would like to thank you / WEB: Thank you} for your participation.

{CATI: Before we finish, I would like to confirm your contact information. [IWER: VERIFY INFORMATION BELOW. CATEGORIES WITH * ARE REQUIRED.]

WEB: Please enter your contact information listed below. (*Items with an asterisk (*) are required*). When you are finished click SUBMIT to submit your responses.

Programmer: If contact information was asked during screener, fill next fields with that info (CATI ONLY)

Family Name: **FAMNAME**
Your Name*: **FIRSTNAME**
Phone* (###-###-####): **PHONE**
Cell Phone: **CPHONE**
Email*: **EMAIL**

H.   Guam Household Survey: Qualitative

HOUSEHOLD INTERVIEW PROTOCOL

Date: _____

Location: _____

Interviewer(s):   _____

Study ID: _____

Interviewer Instructions:

These interviews should be conversational rather than scripted. Use as many probes as necessary. Probes are not designated to redirect the interview, but rather to uncover more detail.

Prior to beginning interview, check with the participant to see if…

- They have any time constraints and complete the informed consent process.
- They earn less than $10.10 per hour.

My name is _____ from Market Research & Development. Thank you for agreeing to participate in this interview. My purpose in conducting this interview with you is to learn more about on how Guam's minimum wage increases are affecting your household. I'll be asking a series of questions about your work, a bit of history about your household, and then a range of items about your spending and saving.

The interview should take about 30 minutes of your time or slightly more if you have time to give more detailed answers. Is this still a good time to do the interview?

Thank you. Here is an information sheet about this study. I want to remind you that your participation is voluntary and if you do not wish to participate, you may stop at any time. Your responses will be kept confidential. Your contact information will not be shared with anyone, and your name will not appear in any reports or publications. You do not have to answer any questions you do not want to answer.

Do you have any questions about this research?

Do you consent to participating in this interview? [If "yes," continue with interview. If "no," thank the participant for their time]

Do you earn less than $10.10 per hour?[If "yes," continue with interview. If "no," thank the participant for their time]

In order to make sure that I capture everything you say, I'd like to record our conversation today. Is that OK with you? [If consent is given to record, begin recording now and record a statement of identification: "This is interviewer # _____, interviewing participant #_____"]

HOUSEHOLD INFORMATION

The first questions I'm going to ask will be about your household.

QUESTION/PROBES	RESPONSE

To begin with, can you please tell me a little bit about your family?
 	
Probe:
 	
• How many people are in your household? _____
• How many are…
   o Children under 2? _____
   o Children under 18? _____
   o Children over 18? _____
• Are you married or living with a partner?	

How long have you lived on Guam? *Probe:* • Does your extended family live here? • Do you plan to move? Why?	
How many people in your household have a job? _____ • How many people earn less than $10/hour?_____ • *Do each of these people work full time?* • *Part-time?*	

Does your household receive any type of public assistance?
 	
• *Probe*: Types of assistance:
   ☐ Temporary Assistance for Needy Families (TANF)
   ☐ Supplemental Security Income (SSI)	

☐ Earned Income Credit (EIC) ☐ Supplemental Nutrition Assistance Program (SNAP) ☐ Child care support ☐ Medicaid • How long have they been receiving each? • Have benefits changed in the last year?	
How many people in your home have a high school diploma? Probe: What about an • Associates' degree • College degree? • Master's Degree	**HS:** **ASSOCIATES':** **4-YEAR COLLEGE+:**
Has anyone in your home stopped going to high school in order to work?	

Question/Probes	Response
In what ways have you made money in the past year? • Have you worked any informal or under-the-table jobs?	
Can you tell me about your current job(s)? • Probe: How long have you worked there? Full-time or part-time?	
How many hours do you work a week? • Probe: Is this a normal amount? Does it change week to week?	
Is your schedule the same every week? • Probe: when do you know your schedule?	
If your schedule is not the same every week, how does that impact your home life? Probe: how does that impact your • Time with your kids, family, friends • Your ability to do things around the house?	
What does your normal daily schedule look like? • Probe: commute time, dropping/picking kids up, work hours, home time	

WAGES

Now I'm going to ask you about your pay.

QUESTION/PROBES	RESPONSE
How much money do you make per hour? Per job?	
Did you receive any raises last year? How much? • Probe: Were raises due to mandated raises in the minimum wage?	
Do you receive tips in addition to your wages?? • Probe: Do you get to take home all of your tips? • Does your work do tip pooling or do you have to "tip out" other workers?	
How much money in tips do you make an hour? Or per shift?	

BENEFITS

QUESTION/PROBES	RESPONSE
What kind of benefits do you get in your current (main) job? ☐ Health insurance for employee ☐ Health insurance for employee's spouse, domestic partner, or dependents ☐ Paid sick leave ☐ Paid vacation leave ☐ Paid holidays	

☐ Undesignated leave or universal "Paid time off" (PTO) ☐ Parental or family leave ☐ Contributions to a retirement or pension plan (401k, 403b, etc.)	
Have any of your benefits changed in the last 1-2 years? • *If yes: Probe for details*	

HOUSEHOLD COSTS

Now I'd like to talk about your household costs.

QUESTION/PROBES	RESPONSE
What are your major expense areas? *Probe* for: _____ 1.Rent costs, _____ 2.utilities, _____ 3.food, _____ 4.medical, _____ 5.transportation, _____ 6.childcare, _____ 7.other **Can you describe your household expenses last month?**	
Have you experienced changes in your expenses over the last few years, what/why? • *Probe* for: How did you handle rising expenses? Did your wage keep up with rising costs?	
What is your method of paying off bills each month? • *Probe* for: Are your expenses more than your income each month? Or do you break even? • Are you able to put money away in savings?	
Have you taken out any advances on your salary (or a payday loan) in the past year?	

Question/Probes	Response
• [If *yes*] How often? Reason for taking out loans? Difficulty paying back?	
How do you plan to address future changes or rising expense costs?	

GUAM MINIMUM WAGE

Now I would like to get a sense of your response to the changes in the Guam minimum wage.

Question/Probes	Response
Were you working a minimum wage job when the wage increased from $7.25 to $8.25? • *[If yes] How have your take-home wages changed since this increase?* • *Have the amount of hours you work changed since this increase?* • *How much did this $1 increase affect your household spending and saving?* • *Probe for: Why for each of the above*	
If the wage goes up to $10.10 an hour, how do you anticipate this will affect you? • *Probe for:* • *Ability to pay off bills* • *Have more money in savings* • *Eating out more* • *Take more vacations* • *Other (Please specify)*	
Do you anticipate working <u>more or fewer hours </u>if the wage goes up (to $10.10)? Why?	

Do you anticipate <u>making any big purchases</u> if the wage goes up (to $10.10)? What/why?	
If you're currently using public assistance, how do you anticipate that changing if the wage goes up (to $10.10)? Why?	
How do you anticipate your home or family life changing if the wage increases? • *Probe for: spending more time at home, feeling more secure, taking vacation time* • *Probe for: Why?*	

That was my last question, do you have any final questions or comments that you would like to make and assure they are captured in this interview?

We are done!

Thank you very much for agreeing to be interviewed. Your answers will help us and policy makers to better understand the challenges that families making minimum wage face in Guam.